

Management Record

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• In the Record •

Plant Protection Programs

The importance of protecting industry against sabotage is pretty much accepted today as an A-1 priority problem. The former shrug of the shoulder, "nothing will happen" attitude of some companies has changed to recognition of a serious situation and the necessity of working out a concrete program.

All well and good. But working out a program is just the beginning. What are companies actually doing to implement these programs? Have they found a simple formula that can be guaranteed to work?

Of course the answer is no—it's never that easy. Each company has individual problems that must be worked out on an individual basis. However, certain general conclusions can be drawn. Starting on the next page, "Tightening Company Security" gives the over-all picture on plant security programs, based on a study of 300 companies. And more than 75% of these companies are already past the planning stage in their plant security programs. Two programs—a chemical company's and a steel plant's—are given as case histories.

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Industry Honors Its Best

You'll find one of our lead stories rather far back in the magazine this month. Without going into production problems, suffice it to say that they are responsible for the position.

"Industry Honors Its Best" deals with company recognition of the truly outstanding employee. And however you look at it—from the company's point of view or from the employee's—this makes sense. The employee who is able to add that extra energy, enthusiasm or courage to his job is a tremendous asset to the company. And one way to insure a continuation of these efforts is to show that they are appreciated. Many companies have long recognized this and initiated merit award plans to honor these outstanding employees. Other companies have only recently started such programs.

The story beginning on page 225 tells how some of these programs work—who chooses the recipients, how they are honored, how many awards can be made at one time, etc. You'll even find pictures of the medals and certificates that individual companies use.

Vacation for Foreign-Service Employees

There are many reasons, both romantic and practical, why people apply for overseas jobs with companies that employ foreign staffs. A change in environment, a chance to get away from it all, and long vacations can all be very attractive. But before you start packing, better take a look at "The Expatriate Comes Home" on page 213. Delightful rumors of six-month home leaves plus local yearly vacations may be genuine—but genuine also are tropical heat and cultural isolation. And if you're lucky enough to be stationed in Paris, chances are you won't get any six-month leave.

"The Expatriate Comes Home" discusses the home-leave policies of thirty-one companies. Length of leave, time between leaves, travel time and expense accounts may differ according to the company and location of the employee.

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Four Years of the GM Formula

What's happened to wages in the last four years under the GM formula is given in chart form on pages 216-217. The fluctuations of the cost of living allowance plus the annual improvement factor tell the total story. It's all there for the seeing.

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Are Prices on a One Way Street?

By the time this publication reaches the Board's Associates, the cost of living may have broken through the record high of last January. The encouraging January-February decline was all but wiped out in March and April and, notwithstanding continued weakness in some of the key primary markets, there has been little sign of a resumed decline in prices at the consumer level in recent weeks. Wages, the principal element of cost, are still on the upgrade. And this is particularly true when they are considered on a per-unit basis, as output of a number of consumer items has been cut during recent months (refrigerators, toasters, washing machines, etc.). So, despite the talk of business recession, no real price weakness shows up for the entire package of consumers' goods and services.

The regular "Review of Labor Statistics" beginning on page 234 outlines some of the principal developments in the area of prices, employment and wage rates.

Tightening Company Security

Measures To Counter Subversives Take Priority in Protective Programs

WITHIN the past year the Communist party of the United States has been shown to be subversive to the United States Government and a threat to the nation's internal security. The target of this group has been American industry and its war-production potential. Business and industrial officials no longer ignore the many varied and complex problems that such a group presents to management.

A little more than a year ago, THE CONFERENCE BOARD asked some 200 industrial concerns what steps they were taking to control or eliminate Communists in their organizations and prevent sabotage of vital plans. Responses in the early part of 1951 ran the gamut from the "shrug of the shoulder" attitude that nothing will happen to intensive efforts to revitalize security efforts.

This year the situation has changed. More than 75% of 300 companies contacted are already past the planning stage in their security programs. So far they concentrate on:

- Setting up a company-wide security committee.
- Developing an employee security education program.
- Screening of new and old employees with special emphasis on loyalty and background.
- Tightening up plant protection measures.
- Developing a civil defense plan and organization.

Priority in most of these programs is placed on the isolation of security risks. Last year, pinning down a "security risk" was still a problem in semantics. Today companies are more definite. A security risk is a member of the Communist party. Or if not a member, he is an adherent to its policies.

Most security officers categorically state that any plant of any size will have one or more Communists on the payroll. They also believe that these "cardholders" have already been spotted. But they are certain that most plants have Communist party sympathizers unknown to plant management. These, they say, are the real danger. "At least we can watch and

hope to immobilize the knowns. But the unknowns are the real problem and greater threat."

NO WITCH HUNTING

Though responsible citizens and industrial management now recognize this threat, they are quick to add that "labeling doesn't make it so." Companies are careful to point out the dangers of indiscriminate labeling, of character smearing, and of "witch hunting." Most company security programs are built around this mandate:

"No witch hunting—no hysteria—no denial of civil rights."

A textile machinery manufacturer for example states: "Suspicion as to communist activity or party membership can often be so unfounded or malicious that we do not undertake to eliminate any individual without FBI or other highly dependable outside information." The above statement sums up the attitude of most of the companies. Their efforts are not concentrated on proving who is or who is not a Communist or party follower. They are concerned primarily with preventing the hiring of any, and rendering harmless those already employed.

While the immediate security risks take priority, most programs are longer range in approach. In the long run, according to management thinking today, security programs must be built along these concepts:

- Good security and plant protection pays dividends money-wise—it protects both the company's interest and the job interest of the employee.
- Adequate security and good plant protection is necessary for protection against fire, flood, and peacetime disasters. It is not just a wartime responsibility.
- Knowledge of the loyalty as well as the honesty of company employees is a necessity in this period of continuing left-wing unionism and Communist and front group activities. No longer can management count on all employees being loyal citizens.

While management executives generally agree on these aims, their approaches differ. The executives stress that security and antisabotage measures employed by any one management must be tailored to the individual plant, its particular geography, product, and personnel. In these respects, no two plants

¹ A forthcoming Conference Board report, "Industrial Security, Part I: Controlling Communism," presents the security programs of several hundred companies. This report gives specific guides in (1) How to "sell" security to the rank and file (2) How to keep the security risk off the payroll (3) How to get rid of or control the Communist already in the plant (4) How companies are organizing for security.

are alike. Thus, they point out, a many-sided approach is necessary to do the job of controlling Communist activity and preventing sabotage in industry.

No single method is likely to produce an ironclad solution; no single protection technique is a guarantee that the threat has been removed. Security officers state that any and all security techniques are necessary to do a thorough job. Fingerprinting, careful screening of new employees, investigating old employees, rank and file "watching" programs, developing files on local and national Communist and subversive activities are just a start. These, they say, must be supplemented with better control of plant visitors, better housekeeping, and increased plant protection measures.

WHERE TO START?

As a starting point for any security program, security officers emphasize the importance of a carefully planned survey to determine what should be done. On occasion, this approach has been used: plant management and the security staff have asked themselves: "How would a saboteur go about sabotaging this plant, department by department?" The security organization is then set up to cover every weak link—physical and psychological—in the company's security chain.

Though individual company-security programs necessarily differ, they all have various elements in common. Those in operation are built around four major points:

- Developing a security education program designed to alert both supervisors and the rank and file to the problem of preventing sabotage and maintaining better protection. The keynote of this type of program is: "Security is the job of all employees."

- Keeping the Communists or other possible security risks off the payroll by means of a thorough investigation of the loyalty and background of all job applicants. The companies stress: "Don't depend just on statements of former employers and references."

- Spotting the "knowns and unknowns" already on the payroll. Rendering them ineffective by controlling their movement, where they work, or by getting rid of them. As already stated, companies concede that getting rid of them is preferable but difficult. One company says: "If they are in a vital area, have them transferred even if you have to up them to a better-paying job."

- Developing a better security organization and tightening up on the physical security through increased plant protection measures, such as a better guard force, better fencing and lighting, and visitor control.

Despite elaborate protective measures, security officers concede that a determined saboteur could

probably gain access to a plant and might fulfil his mission. But, they add, "Why make the job easier for him." As expressed by one security officer in a large East Coast defense plant, "Because locks have been picked is no reason to take them off your doors."

CASE STUDIES

Illustrative of how some companies are combining these elements into an over-all security program are the following two case studies.

A Midwestern Steel Plant

For fourteen years, a midwestern steel company has been carefully investigating the background and character of every employee placed on its payroll. The new employee is photographed and given an employment badge. The badge, explains the company, can be used to restrict the employees to their own respective work areas.

Current emphasis of the company is upon controlling sabotage, espionage, and subversive activities in the company. The groundwork for such activities, according to the company, is laid in the psychological field. "The subversive," says the company, "tries to undermine the morale of the employees for the purpose of creating dissension." So the company is making every effort through various media of communication to counteract any such activities. Through the plant paper, the employees are warned to be aware of any individual that is actively creating dissension or endeavoring to tear down the harmony which exists between the company and its employees.

Rumors that create fear, doubt and worry are another major concern. "Any propaganda that is circulated through the plant of a false or traitorous nature is studied," says the company. "It is followed by a statement from management which is placed on the bulletin board giving the truth—in the hope that the truth will correct the effect of such propaganda."

This steel company places heavy stress on the role that its foremen and department heads can play in counteracting such psychological activities. For many years the company has held foreman conferences that deal with all phases of company operations. Meetings are now being arranged for foremen and department heads which will be devoted to analyzing sabotage and espionage activities. Some of these meetings will be conducted by members of the FBI and other experts who are qualified to alert the organization to methods used by subversives.

These are the immediate steps that management has taken. Its longer-range approach is still in the formative stage. But already a plant-security committee has met several times and has made recommendations. Some of these recommendations have already been put into effect. Others are in the process of going into effect. For example, the company had discontinued the fingerprinting of employees. A recommendation

has been made that the practice be revived. Here are the other recommendations, some of which have already been adopted:

1. "All correspondence pertaining to capacity, rate of production, production schedules, details of orders on hand, plans and specifications of products produced, destination of completed units and other information of this nature be restricted and guarded as carefully as possible. Also, the control of the number of copies of such correspondence is reduced to the barest minimum so that no copies are available to unauthorized persons.

2. "A very detailed check is being made of the background and the character of plant guards, watchmen, patrolmen, janitors and chore women.

3. "All outside contractors and subcontractors are being held responsible for their employees who have access to our plants, and we again have adopted the use of special badges for such employees.

4. "No photographs are to be taken within the plant unless specifically authorized by management.

5. "A survey is being made to enable the adoption of stricter guard protection for the communication system, power houses, water intakes, underground water mains, electric and gas facilities.

6. "Visitors are to be restricted to the barest minimum and an accurate check-in and check-out record is to be made of all visitors admitted to the plant.

7. "Trucks coming in and out of plants are to be examined with greater care.

8. "Packages carried by employees entering and leaving the plant are to be examined with greater care.

9. "More attention is to be given to the safety measures to prevent fires; this means improvement in housekeeping, checking up on all fire-fighting facilities and the holding of fire drills."

A Chemical Company

A plant defense planning committee, set up by an eastern chemical company, has the primary responsibility of planning for the protection and control of damage to plant, property, and personnel in case of enemy attack or subversive activities. The committee includes six of the company's top supervisors. The plans it has outlined for plant defense fall under the following four general headings:

- Defense against outside enemy attack
- Defense against sabotage and subversive activities
- Defense against psychological warfare
- Defense coordination with civil defense authorities

The committee's major concern had centered around the second point: defense against sabotage and subversive activities. The protective measures it has set up in some cases are to be implemented immediately. Other measures will be adopted on a progressive

schedule as approved by management. However, certain of the items are to be put into effect only in case of full war or full mobilization for enemy attack.

Steps to be Taken Immediately

Under the heading of steps to be taken immediately, this committee has placed screening of new employees for loyalty and background. It has also called for an immediate survey of the plant to determine the equipment and facilities that are most susceptible to sabotage. From this survey will be developed certain requirements for protection of these facilities. Another immediate step is to determine the requirements for additional guards and watchmen. Making provisions for proper security of information and plans pertaining to mobilization, production allocations, and war contracts also will be undertaken at once.

Steps to be Taken Progressively

Protective measures to be implemented on a progressive schedule include a long-range education program for the supervisory group. This program will accent detection of possible sabotage and other subversive activities. It will emphasize corrective procedures to be taken in the reporting and follow-up of such activities. Vital utilities and equipment are to be enclosed in separate areas designated by management. The company also intends, on a progressive basis, to reduce the number of employees who are allowed free access to all areas of the plant. In conjunction with this, it will start a special screening program for employees whose duties necessarily require them to have access to all plant areas as well as employees whose work is involved with the vital utilities and equipment. Through this program, the company hopes to tie down suspected subversives or doubtful employees.

Steps to be Taken in Case of War

In case of war or full mobilization, the company will intensify its efforts in all of the areas mentioned. It will establish restricted locations and isolate these places with physical barriers or plant guards. It will set up a special identification system for all employees and provide special identification for those who must not have access to certain areas. But because most employees will necessarily be restricted in movement, the company intends to develop an education program for its employees to tell them what, why, and how their movements must be restricted. The education program, it is hoped, will also alert all employees to possible sabotage and subversive activities.

In this last phase of its protection program, the company also expects to develop a shelter protection plan. This will be done in conjunction with the local civil defense authorities.

R. MAXIL BALLINGER
Division of Business Practices

The Expatriate Comes Home—

But only on leave. This survey shows that companies vary in policies concerning furloughs to homeland

ANYONE yearning for an extended vacation—something like six weeks to two, three or five months—might sign up for foreign service. But before getting too enthusiastic about planning a life of fishing, golf and travel, the would-be vacationer should be cautioned. Chances are he'll get one of those lengthy leaves only about every three years, and he'll get back to his U. S. homeland only at similar intervals.

If the job is in the tropics, however, the vacation (or home leave, as it is usually designated) is apt to be every two years. Whichever it is, one, two, or three years, the company foots the bill for the trip back home—and for good reasons. Home leave serves more than one purpose. It gives an expatriated employee the chance to get home and it also provides the company with an opportunity to bring him to the home office for consultation and reorientation on company policies and practices.

There'll be a local vacation, too, during nonhome-leave years. That means, usually, anywhere from one to three weeks spent either in the country where the job is located or in visiting neighboring countries—at the employee's own expense, of course.

Such is the general policy (with some exceptions) of thirty-one United States companies that employ personnel for service in foreign countries. The companies cooperating in THE CONFERENCE BOARD'S survey represent the oil, food, mining, transportation, export, communication, and liquor fields and the electrical, motor, rubber and miscellaneous machine manufacturing industries. Eleven of the thirty-one companies employ fifty persons or under for such service; four have up to one hundred employees; nine employ up to 500, and two have more than 500 employees in foreign service. Five did not designate the number.

Although practices such as paying travel expenses back to the states both for employees and their families are generally observed in the same manner by co-operators, some other policies differ greatly. Divergences are principally related to frequency of leave and amount of time granted for home leaves.

HOW HOME LEAVE IS DEFINED

The majority of co-operators refer to this period as a vacation to the states or a furlough. Some prefer to

designate it as a time for return to the home office to review policies and to receive future assignment orders, even though such orders result only in a return to the same foreign location. Such time spent on company business is sometimes in addition to home-leave time.

Following are a few statements made by co-operators or taken from their manuals of written policy relating to trips home.

"In order that United States foreign-service employees may return to the United States at periodic intervals to renew their contacts, visit relatives and friends and take care of personal business, they will be granted home leaves. . . . Time spent on company business while in the United States will not be considered as part of the vacation period."

* * *

"The home-leave plan was adopted to provide vacations in the home country for employees of the company who have been placed on a home-leave basis. . . . Prior to the employee's departure on home leave, it is the responsibility of the field management to recommend to the New York office any training which may be deemed necessary while the employee is on home leave.

"Time spent for training, for business conferences or awaiting transportation is added to home leave."

* * *

"Conditions permitting, employees shall be given a maximum vacation of six weeks, not including traveling time, every three years, either in the United States or in country of their choice. . . .

"In addition, up to four weeks will be allowed for business discussions and training as scheduled by the company.

"Personnel electing to spend vacation in countries other than the United States shall be limited in expense, including trip to the United States for business, to round-trip fare from point of assignment to New York City."

* * *

"The purpose of granting home leave to overseas personnel is primarily to keep them up to date from a business standpoint.

"All other advantages to employees are incidental and should be so considered. . . . Returning employees shall devote necessary time for business discussions at general office subject to instructions of regional director."

"Our expense program includes all the usual expenses encountered on such trips which would be a normal procedure, bearing in mind that their travel is on a home-leave basis and cannot be construed as a vacation trip to the United States since such employees are required to come to their home office for a period of consultations, review and to be brought up to date on manufacturing procedures, etc."

TIME GRANTED FOR HOME LEAVE

The amount of home leave varies considerably. Four, five, or six-week periods are allowed by six companies. One month for each year abroad is the practice of four other firms. But the remaining twenty-one firms have varied plans, some granting leaves up to as much as six months. Those which allow five and six months for leave usually include travel time in that period whereas in shorter vacation periods the ordinary practice is to allow additional time for travel home to the states and back to the job site.

A company may qualify its general rule for extended vacations to the states depending upon the location of a person's foreign assignment. This is how one concern states its policy in this respect:

"If the employee served in a less remote and disagreeable assignment, an arbitrary decision would be made as to whether additional vacation on return to the United States is justified. For example, if assigned to Mexico City or Paris, no extra vacation on return to the United States is granted."

The following tabulation shows the practices of companies in allowing time for home leaves. Categories are given only when they represent the procedure of at least two cooperators. There are fifteen other company practices which are grouped under miscellaneous in the table. These will be taken up individually. In all cases, travel time is additional unless otherwise specified. Cooperators do not always say whether working or calendar days are counted.

Length of Home Leaves

<i>Length of Leave</i>	<i>Number of Companies</i>
2 or 3 weeks for each year abroad	2
4 to 6 weeks	6
8 weeks	2
3 months	2
1 month per year abroad	4
Miscellaneous plans	15
Total	31

Miscellaneous Plans for Home Leave

Company A: Employees with less than five years of service accrue one and two-thirds days vacation per month up to a maximum of thirty days. Employees with more than five years of service may accrue a maximum of sixty days.

Company B: Expatriates are granted two, three, four

or six months, depending upon the area of assignment as follows:

Caribbean area—two months at end of two years' service.

South America—three months at end of three years' service.

Philippine Islands and Indonesia—six months at end of three years' service.

Portugal—three months at end of three years' service.

India—four months at end of two years' service.

Travel time is included in this plan.

Company C: One calendar day is allowed for each completed month of foreign service. Leave is granted every thirty to thirty-six months.

Company D: Two weeks. After fifteen years of service, three weeks are granted.

Company E: Fifty-six calendar days at the end of two years of service are granted to expatriates in Venezuela. Three months after three years of foreign service are given to such employees in Brazil, South Africa, Belgium and Portugal.

Company F: Expatriates in West Africa receive two months for each year of service in the field. Other foreign-service employees receive twenty-one calendar days for each year of foreign service. Any in this latter group who have fifteen or more years of service get twenty-six calendar days for each year of foreign assignment; those with twenty-five or more years of service are granted thirty calendar days for each year of such assignment.

Company G: Thirty calendar days for each year of foreign service are provided employees in all areas except West Africa, Belgian Congo and Angola where sixty calendar days for each year are granted.

Company H: Sixty calendar days of vacation follow the third year of foreign assignment. If employees desire, they may take thirty days of this time in extended annual local vacations after the first or second year of foreign service and use only thirty days for the home leave.

Company I: One extra week of vacation time in excess of the regular domestic vacation schedule is offered to expatriates for each year of foreign service, but a three-week limit is placed on total vacation which may be accrued in one year. (The domestic policy allows three weeks' vacation for anyone having fifteen years or more of service—thus the reason for setting the three-week limit for foreign service.) An employee may accumulate only six weeks of vacation for use in home leave taken every three years. The other three weeks must be taken in local vacations.

Company J: A fifty-day vacation may be taken following the first tour of foreign service duty of twenty-four months' duration. After subsequent tours, seventy-two days (three days per month) are allowed.

Company K: Five months are allowed after three years of service, except in tropical climates where a six months' furlough is granted. After twenty years of foreign service, such furloughs are provided every two and one-half years. Travel time is included.

Company L: Home leave accumulates at the rate of one and three-fourths days for each month of foreign service. Such furloughs are granted after two years in some countries; three years in others.

Company M: Six months' over-all time, including travel, are offered after three and one-half years. (All employees are in the Asiatic field.)

Company N: Fifteen working days, authorized under Venezuelan labor law (approximately seventeen calendar days), plus thirty calendar days are provided for home leave. (All foreign-service employees of the company are stationed in that country.)

Company O: Six months' over-all time, including travel, are granted upon completion of three years of foreign service for employees stationed in Aden, Ceylon, India, Indochina, Indonesia, Madagascar, Malaya, Pakistan, the Philippines and Thailand. Five months, including travel time, are granted to employees in China, Japan and Korea. Three months, exclusive of travel, are allowed employees stationed in any territory other than those mentioned.

IS TRAVEL TIME INCLUDED?

Twenty-four of the thirty-one companies grant extra time for travel (by the most direct route); five include travel time in the vacation period. One company did not state its practice in this respect, and one varies its practice by location.

Some cooperators have made qualifying statements relating to the travel time. For example, one manufacturer says:

"An allowance of two weeks is granted for the round-trip travel to and from field location to home location; additional time would be deducted from the home-leave period."

Another states:

"Qualified employees in all locations are given a maximum vacation of one month. In addition, necessary time is allowed for business discussions and reorientation. Travel time, vacation, business discussions, and reorientation generally should not exceed a period of three months."

Those which include travel as part of the leave offer the following periods for home vacations:

- Six months every three and one-half years.
- Six months every three years in certain locations, five months in other locations, are granted every three years except to those having twenty years of foreign service; they get leave at the end of two and one-half years. (This company grants additional travel time to those receiving three months' leave.)

- Five months in temperate climates and six months in tropical areas granted every three years.

- Varying times for different areas beginning with two months' leave at the end of two years' service for those stationed in the Caribbean area.

- One month for every year of service abroad.

- Forty-seven days every two years.

FREQUENCY OF HOME LEAVES

How often should these trips to the home states be allowed? Ten of the cooperators agree on a three-year interval for home leaves. (See tabulation.) Ten companies report that their custom varies by climate and/or location. Expatriates stationed in the tropics, for example, are frequently allowed home trips every two years, while their fellow employees in nontropical locations can return home only after three years.

There are other determinants besides climate for setting vacation practices. One company allows its women employees to return home every two years, but the male employees get leaves only after three years. The distance involved and the isolation of a region are also influential factors in determining intervals for home leaves. For example, home leave is granted every year to one company's employees who are stationed in the lonely Aleutian Islands. Another company grants furloughs at two-year intervals to all its foreign service employees except those stationed in far-off Singapore where leaves are granted every three years.

Frequency of Home Leaves

Frequency	Number of Companies
Every 3½ years	1
Every 3 years	10
Every 2½ to 3 years	1
Every 2 years	5
Varies by climate and/or location	10
Varies by length of service	2
Varies by sex of employee	1
No definite policy	1
Total	31

Because one company grants home-vacation furloughs at two-year intervals for employees in certain areas does not mean that other companies will follow suit. There is considerable variation in practice. Company F, for instance, lists Brazil, along with various other South and Central American countries, as a zone for two years of foreign service before home leave, whereas Company E includes Brazil in its three-year service stint, but provides home leave after two years of service in Venezuela.

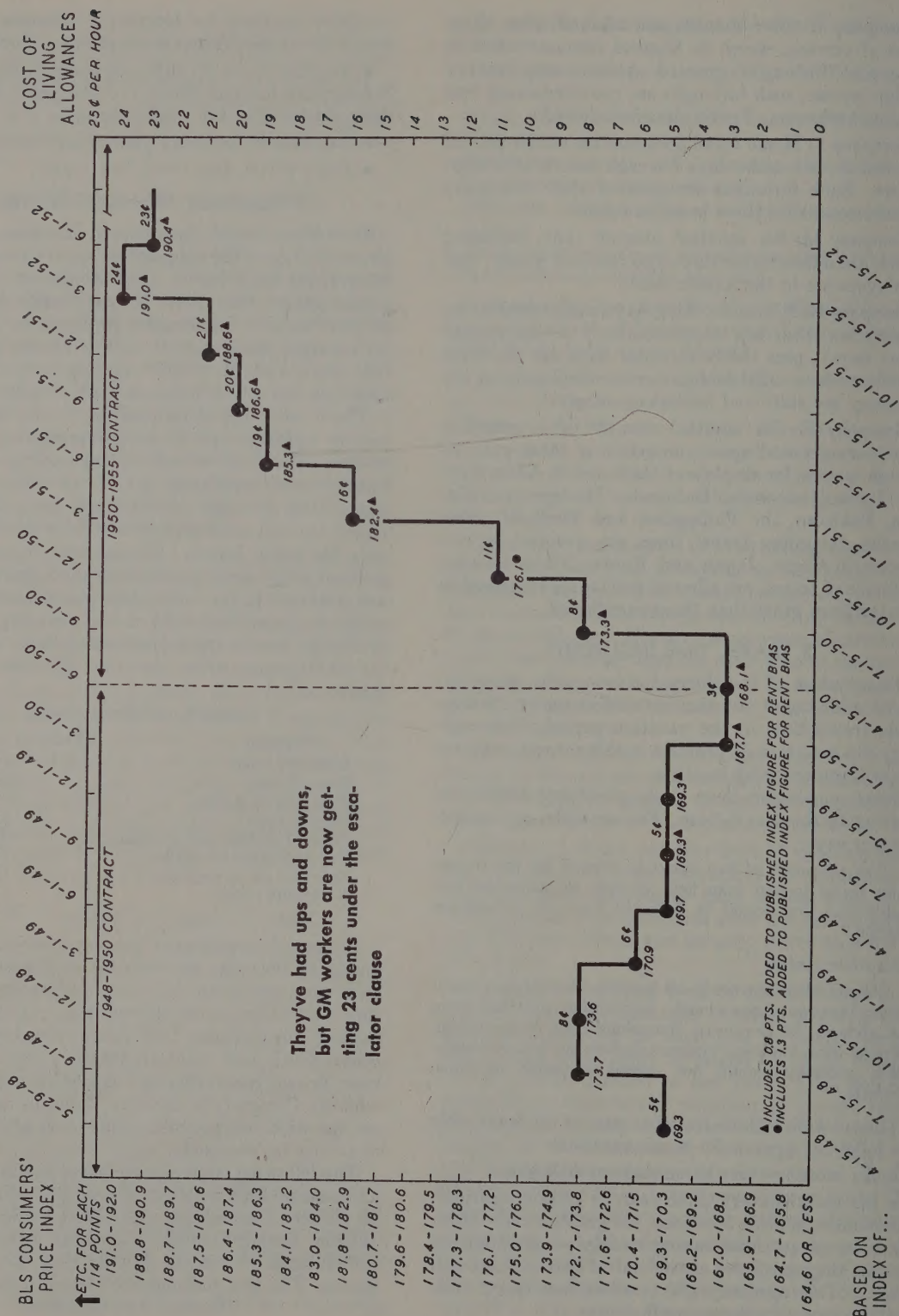
The following countries are listed by Company L as areas where first furloughs are allowed after two years of service: Central America, West Indies, Bermuda, Bolivia, Brazil, Colombia, Ecuador, Paraguay, Peru, the Guianas, Venezuela, Middle East, Near East and Africa. The first furlough for service in countries not

(Continued on page 238)

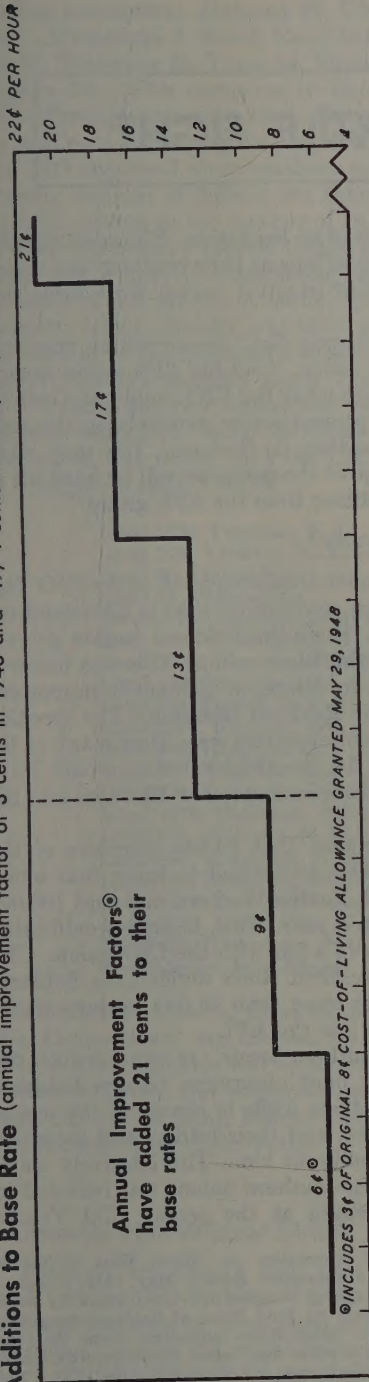
Four Years of the GM Formula

Cost of Living Allowance—(1 cent for each 1.14 point change in BLS old index)

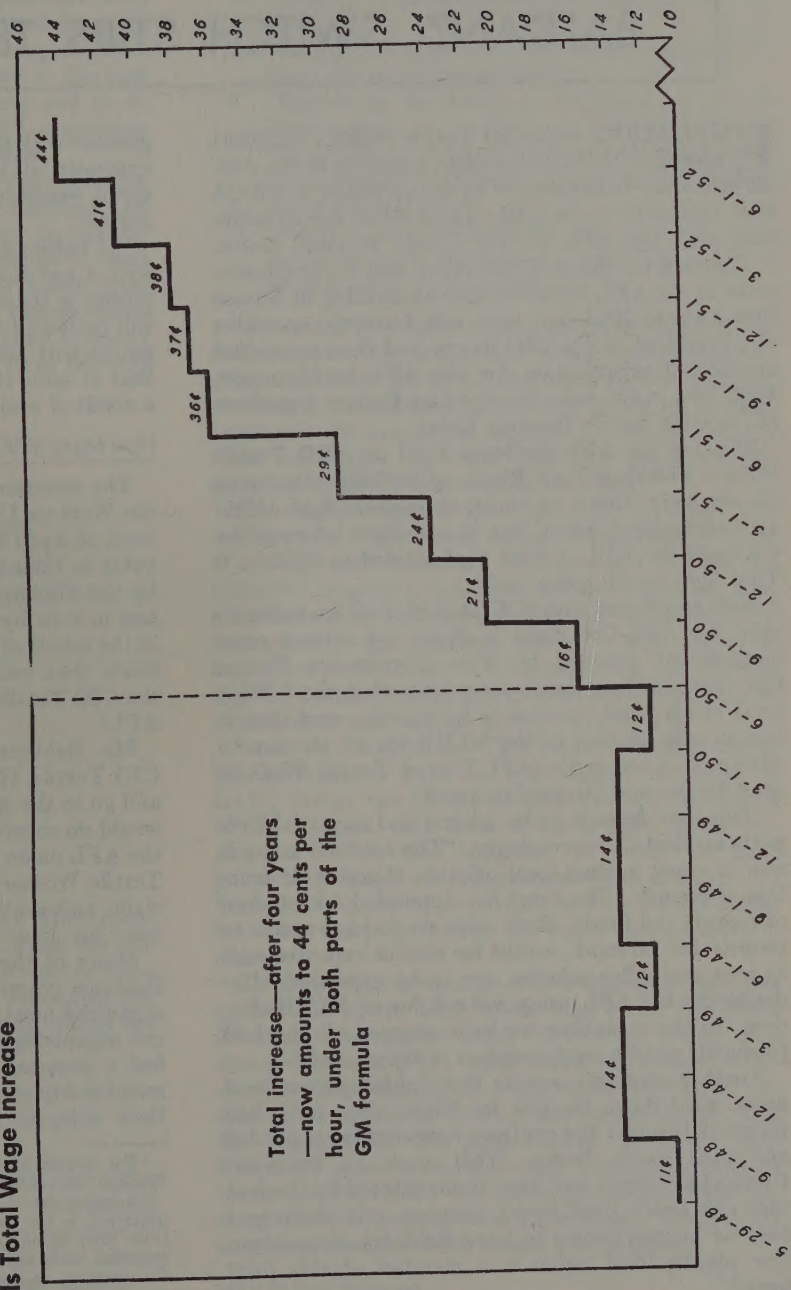
ADJUSTMENT DATES: FIRST PAY PERIOD AFTER...



Plus Additions to Base Rate (annual improvement factor of 3 cents in 1948 and '49; 4 cents in 1950, '51, and '52)



Equals Total Wage Increase



BALDANZI SWITCH STIRS TEXTILE FIGHT

EMPLOYERS with CIO Textile Worker contracts now find themselves caught squarely in the middle of a bitter battle caused by the secession of TWUA local unions from the CIO. These locals have reaffiliated with the AFL United Textile Workers Union.

Touchoff for the secession move was the announcement at the AFL executive board's meeting in Boston that George Baldanzi, who was formerly executive vice-president of the CIO union, had been appointed director of organization for the AFL textile union. With him came some twenty-four former organizers of the CIO Textile Workers Union.

Meeting the AFL challenge head on, CIO Textile Worker President Emil Rieve, with Philip Murray at his side, said "this is no longer an internal fight within an international union, but it is a fight between the CIO and the AFL, a fight that started in 1938. . . . That fight is still going on."

How employers with TWUA contracts are faring in this new AFL-CIO fight is shown by several communications received by THE CONFERENCE BOARD. One New England employer reports that the TWUA local at his plant appears to be seceding and that it has already applied to the NLRB for an election to determine whether the AFL United Textile Workers shall be the new bargaining agent.

"Our soul desire is to be neutral and impartial," reports an East Coast employer. "The national union is now in court against local officials, charging destruction of records. The court has appointed a custodian of records and funds. Both sides are to have access to records; but no funds, except for routine expenses such as rent and office salaries, are to be expended. Undoubtedly the AFL group will ask for an NLRB election. In the meantime we have stopped all checkoff payments until a legal recipient is determined."

Another employer reports that "although our local union went down the line for Rieve, they have had their rights under the contract temporarily suspended and their assets frozen. This move on President Rieve's part might well have been dictated by the fact that our area's joint board manager was discharged because he was known to have Baldanzi connections. Our plant's local union is a member of this joint board."

"We have always asked for three-year contracts and have always ended up with two-year contracts," writes a New England employer with a pro-Rieve union. "This year our request for a three-year contract was

granted with little or no hesitation. The state director evidently felt that as long as their contract was a good one it would be best to put it 'on ice' for a three-year period."

"If Baldanzi hits pay dirt," comments an employer with a pro-Rieve union, "and his AFL union accomplishes in the South what the CIO could not, the CIO will be forced to present severe demands on the companies with whom they do business. This may mean that at some stage of the game we will be hard hit as a result of competition from the AFL group."

How Many Will Secede?

The secession move is an aftermath of the CIO Textile Workers Union convention¹ held in Cleveland the week of April 28. There the Baldanzi faction got 700 votes to 1200 for the Rieve group. This was followed by the discharge, by Rieve, of Baldanzi's supporters, and in turn by the Baldanzi secession.² The question in the minds of most observers was: How many of the locals that voted for the Baldanzi slate would leave the CIO Textile Workers and follow Baldanzi into the AFL?

Mr. Baldanzi claims that 53,000 members of the CIO Textile Workers had voted to leave that union and go to the AFL Textile Workers, and that 100,000 would do so within a year. This, he said, would bring the AFL union up to a par with the CIO union. CIO Textile Worker President Rieve derided the Baldanzi claim and said not more than 25,000 workers would leave his union to join the AFL.

Many of the southern locals are conceded to the Baldanzi group by most observers. George Baldanzi organized most of them while in charge of the southern organizing drive, and their leaders and members feel a personal loyalty to him. The relatively small membership of these southern unions was reflected in their delegate strength at the recent CIO Textile

¹ For details of this convention, see "Rieve Wins in Textile Workers Convention," *Management Record*, May, 1952, p. 188.

² A reason for the Baldanzi secession move, advanced by some observers, is the discharge by Emil Rieve of Baldanzi supporters from their union posts. Some Rieve supporters claim that the secession move was in the works long before discharges were made. Commenting on these discharges, President Rieve says "it is not true that these discharges were in the nature of a political purge. . . . We had an opposition—a political party—headed by George Baldanzi. This political party attracted a variety of followers: among them a considerable number of staff members who had reason to believe that their services had not been satisfactory. . . . Once the delegates made their decision (at the Cleveland convention) the incompetents were dropped."

Worker convention: Alabama 27, Georgia 23, Louisiana 7, Mississippi 3, North Carolina 82, South Carolina 20, Tennessee 20, Texas 14, Virginia 31, and West Virginia 19. (This compares to Massachusetts with 309 or Pennsylvania with 162.) But even while small, the southern locals may be the AFL's biggest prize. The CIO organized these southern unions at the cost of many millions of dollars; yet they may end up in the AFL column as the nucleus of an AFL organizing drive for the South's 750,000 textile workers.

The AFL's and CIO's conflicting claims are sharpest for some of the Middle Atlantic, New England and Canadian locals. Hardly was the ink dry on the announcement of the Baldanzi switch to the AFL when the CIO union's monthly paper *Textile Labor* published a list of the local unions and joint boards whose delegates supported George Baldanzi at the Cleveland convention, but which, says the CIO, "have rejected his attempt to split TWUA":

Local 1733, Paterson, N. J.
Local 122, Yonkers, N. Y.
Local 80, Philadelphia
Local 25, Philadelphia
Greater London, Ont., Joint Board.
Local 234, Rockingham, N. C.
Local 1056, Thompsonville, Conn.
Local 1932, Passaic, N. J.
Local 654, Passaic, N. J.
Local 2286, Kenosha, Wis.
Local 962, Hamilton, Ont.
Local 720, Hamilton, Ont.
Local 736, Dunnville, Ont.
Local 1070, Hamilton, Ont.
Local 858, Milltown, N. B.
Local 854, Marysville, N. B.
Local 755, Dunnville, Ont.
Local 1269, Port Dalhousie, Ont.
Local 2052, Union City, N. J.
Local 200, Hightstown, N. J.
South Jersey Joint Board.

Nevertheless, some of these locals, like Thompsonville, Connecticut,¹ are claimed by Baldanzi for the AFL. NLRB elections will be sought to resolve some of these disputes. But employers, who remember the long IUE vs. UE fight, believe conflicting claims are only the first stage of the battle.

Buckmaster Hits Wildcat Strikes

"Wildcats are always bad; the results are never good," writes CIO Rubber Worker President Leland Stanford Buckmaster in an open letter to members of his union. Asking his members to weigh his advice "very carefully," he tells them that wildcat strikes:

1. "Never accomplish any legitimate purpose;

¹ The Thompsonville union voted at a meeting to quit the CIO and join the AFL. To prevent its funds from falling into the hands of the CIO Textile Workers Union, the Thompsonville union voted to give the \$54,000 in its treasury to a charity.

2. "Are too expensive in terms of wages lost;
3. "Expose the union to destructive lawsuits for damages incurred;
4. "Destroy the reputation and prestige of the union;
5. "Create the opinion that the union disregards its contracts and is irresponsible;
6. "Expose the individuals to disciplinary action or discharge;
7. "Are futile and worthless because the dispute must eventually be settled by collective bargaining or arbitration;
8. "Weaken the strength of the union because members don't approve of anarchy and that is what wildcat strikes produce."

The causes of wildcat strikes are twofold, says Mr. Buckmaster: "(1) unfair and unreasonable behavior of management; (2) unfair and unreasonable behavior of some of the officers and members of the local union involved." In some cases he finds "a combination of these two causes. In other cases the blame may be attached entirely to one side or the other."

"In nearly every work stoppage," he says, "the workers who initiate such action accuse some member of management of having violated some part of the collective bargaining contract. It is easy to make that accusation since management has the responsibility of determining what products are to be manufactured, how these products are to be constructed and of making the initial determination as to what the rates or standards on the various operations are to be."

Some members of the CIO Rubber Worker union, Mr. Buckmaster says, have developed the habit of taking things into their own hands in total disregard of the contract, their local union or their fellow employees. "When that happens," he says, "the local union is no longer an organization—it is a mess. . . . Irresponsibles are in the saddle and an honest member who wants to follow the rules doesn't have a chance."

To show the extremes to which wildcat strikes can go he tells of one local union that closed the plant down anywhere from a day to a whole week. The executive board of the union asked the wildcat strikers why they engaged in these work stoppages. "No reasonable or logical answer was forthcoming," said Mr. Buckmaster. The prize answer was this: "Well, I shut the place down on several occasions because it was a nice day and I wanted to go fishing. I did not want the other guys to have more money in their pay envelopes the next week than I had in mine."

How to End Wildcats

Mr. Buckmaster gives this advice to members of his union on how to end wildcat strikes:

- "If your local union is plagued with this wildcat business and has officers who encourage or condone

such action, why doesn't the membership of the local union get rid of them? Vote them out of office and elect people who are real union people and who have the ability, intelligence and courage to handle the problems of the members in a sane, logical and efficient manner.

• "If your local union now has good, honest leaders who are trying to play the game according to the rules, they should be re-elected, and they should have the full support of all members of the local union. No officer can do a proper job without such support."

Labor Briefs

Vital Statistics on Union Shop Polls—During the entire period for union shop authorization elections (August 22, 1947, to October 22, 1951), the NLRB conducted 46,119 union shop polls. The union shop was authorized in 44,795 (97.1%) polls. In these elec-

tions, 6,542,564 employees were eligible to vote and 5,547,478 valid votes were cast. Of the valid votes cast, 5,071,988 were in favor of the union shop. This is 91.4% of the votes cast and 77.5% of those eligible to vote. The House Labor Committee estimates the cost of these elections to have been about \$3 million.

* * *

Four top union officials, who were due to retire this year upon reaching age sixty-five, were continued in office by the CIO Amalgamated Clothing Workers biennial convention. The union's convention, meeting in Atlantic City the week of May 12, voted to retain in office Secretary Treasurer Frank Rosenblum, and Vice-Presidents Hyman Blumberg, Abraham Miller and Jack Kroll (who is also chairman of the CIO Political Action Committee).

JAMES J. BAMBRICK, JR.
Division of Personnel Administration

Labor Press Highlights

UNIONS TURN FROM PUBLIC OWNERSHIP

ORGANIZED LABOR "has been gradually turning away from its previous working alliance with public ownership (of utilities) policies of the New Deal and Fair Deal," according to an editorial in the *Central Missouri Labor News* (AFL). Changes in thinking are most definite at the local and state federation levels, says the editorial, but the transition still has far to go, particularly at the top levels of both the AFL and CIO. To document its claim, the Missouri paper cites the following incidents:

- In 1949, an IBEW representative, with the approval of the South Dakota State Federation, opposed a state bill to set up public power districts. "The most forceful argument presented was that organized labor had suffered through the creation of public utility districts in neighboring Nebraska. Contracts previously held with the private companies," explains the editorial, "had been thrown out with the acquisition of public properties by public utility districts."
- In 1950 IBEW President D. W. Tracy publicized a letter to the Rural Electrification Administration "blasting its antiunion policies." Later the IBEW adopted a policy stating: "The government program has reached a stage where it threatens free enterprise in this industry."
- Joseph A. Fisher, president of the CIO Utility

Workers, has taken the lead in trying to change CIO thinking in regard to public ownership policies. Mr. Fisher's views were based on experiences in Europe, explains the *Central Missouri Labor News*, where he failed to find a single utility labor leader who believed that nationalization would benefit workers. Mr. Fisher has stated that "the program of public power has been extended step by step to the point of peril to legitimate free enterprise and free labor."

- All AFL groups (not just utility unions) in Minnesota have switched from their earlier statements favoring utility nationalization. In 1951 the Minnesota State Federation of Labor, AFL, eliminated from its constitution two long-standing clauses that favored the municipal ownership of street railways, gas and electric plants; the public distribution of heat, light and power; and the nationalization of telephone and telegraph companies, railroads and mines.
- The Chicago Federation of Labor, late in 1951, repealed a section of its constitution which advocated public ownership and operation of gas, water, telephone and local transport facilities.

The editorial concludes that in the AFL, the IBEW is taking the leadership against public ownership. The IBEW in most state federations is the strongest seg-

ment of the local building trade unions which are at the heart of AFL state membership, says the *Missouri Labor News*. Because of this, it believes that the chances of a switch in the AFL's position are better than the chances of a similar change in the CIO.

Cautions Against Industry-wide Bargaining

Hitting at industry-wide bargaining, the *AFL Pulp, Sulphite and Paper Mill Workers' Journal* declared that the steel dispute is the result of some bad judgment and bad practices. The underlying trouble they say was the "timing and method of negotiation." According to the AFL union, "the companies and the union would be well advised to give up industry-wide bargaining and settle down to bargaining company by company the way other industries do." The *CIO Paperworker News*, in sharp disagreement with the AFL paper union, says, "for our part we are clearly for industry-wide bargaining—in steel, coal, autos, paper—and any other industry where it will strengthen the bargaining position of labor."

Unions Attack Smith Receivership Bill

The Smith bill, calling for injunction and receivership in case of strikes or lockouts that imperil national defense, is denounced by both the AFL and CIO as a "peril to unions." According to *The CIO News*, the measure would in effect impose a permanent injunction against unions during periods of national emergency. There would be no incentive to settle labor disputes, says the CIO, because the employer "would know that the strike would be enjoined and none of the union's demands could be realized."

The *AFL News-Reporter* quotes AFL President Green's statement that "Eighty days after the use of the injunctive weapon, the government can seize the plant of the employer and also the property of the union and this without any regard to the merits of the dispute or faults or culpabilities of the parties. The status quo under the receivership," adds Mr. Green, "shall continue indefinitely. That, in practical terms, means until agreement is reached on the employer's terms."

The Machinist (IAM), in an editorial, picks up this note and says "the companies with nothing to lose could rock along under receivership indefinitely. The union, forbidden by court order from striking, could do nothing. When the union surrenders, the receiver submits his bill and the union and the company each pay half and the dispute is over. The simpler way of preventing strikes," continues *The Machinist*, "would be to declare unions illegal altogether, and that idea also is beginning to be pushed." *The CIO News* is requesting all its members to contact Congressmen in an effort to defeat the Smith bill.

Disunity in the Meat Packing Field

In the course of a running verbal battle with the CIO Packinghouse Workers, the AFL's Amalgamated Meat Cutters and Butcher Workmen reveals that two years ago a plan for organic unity was considered that would have tied both unions together but left each within its parent federation. According to *The Butcher Workman*, the novel unity plan was outlined to AFL President Green on the following basis:

"We (the AFL butchers) will not withdraw from the AFL . . . and the CIO will not withdraw from their parent group. Both groups [would] form one union and from one treasury would continue to pay [dues] to the AFL for . . . 180,000 [Amalgamated] members and from the same funds would pay [dues] to the CIO for 80,000 [Packinghouse] members. . . . Payments of both groups would either increase or decrease proportionately with the increase or decrease in the combined solidified union."

The move was scrapped, according to *The Butcher Workman*, because the UPWA feared CIO reaction.

Oil Workers Say Ten Cents Still Due

The Wage Stabilization Board's ceiling of 15 cents on wage increases in the oil industry was "reluctantly" agreed to by the oil unions that had sought 25 cents, reports the *International Oil Worker* (OWIU, CIO). "The oil companies owe the oil workers another dime as of now and they had better be prepared to pay it with interest," adds the *Oil Worker*. According to the CIO oil union, the WSB recommendation was a victory, because, says the union, the WSB wouldn't have approved 15 cents without a strike. It is also a victory, according to the *Oil Worker*, because it is 5 cents more than industry intended to pay and 5 cents more than was won by AFL and independent unions that had not joined in the CIO-AFL-independent oil union coalition.

Centennial for Typographical Union

May 5, 1952, marked the hundredth anniversary of the founding of the International Typographical Union, AFL, reports *The Typographical Journal*. First steps to form a union were begun in 1850 with a convention of journeymen printers from six states. Official organization came in 1852 with the adoption of a constitution. At the fiftieth anniversary of ITU, the union claimed 38,364 members. In its hundredth year, ITU claims 89,659 members.

CIO Guild Signs First Contract With a Union Paper

A recently signed contract between the *Seafarers Log* (Seafarers' International Union, AFL) and CIO's Newspaper Guild is the Guild's first agreement with a labor publication, reports the *Labor Leader* (AFL). The one-year pact calls for a union shop, nine paid holidays, paid vacations and severance pay, according to the report.

Seek Job Quota Law for U.S. Sailors

A law requiring American ships to carry a percentage of United States citizen seamen at all times is being sought by the CIO Maritime Union, reports the *Brewery Worker*.

Under present law, says the maritime union, a shipping company can hire foreign seamen if the ship's articles expire at any foreign port. This provision, according to the union, permits a shipping company to drop U.S. seamen in a foreign port and pick up lower-paid nationals of that country.

Hails Union-Management Confab

"The most constructive medium of industrial understanding I have ever experienced," is what the AFL Electrical

Workers president, D. W. Tracy, called a joint employer-union meeting held in Corpus Christi, Texas. More than 500 delegates representing both IBEW locals and the companies with whom they have contracts met for three days, reports *Labor* (AFL and ind. railroad unions). Discussions centered around common problems of public relations, labor relations, apprenticeship needs, and private and public power. Evidence of industry interest, says *Labor*, was the fact that management delegates outnumbered those of the union.

Insurance Union Ponders Affiliation

Affiliation with either the CIO or AFL is being weighed by the International Union of Life Insurance Agents, independent, reports *Our Voice* (IULIA). The union operates largely in certain northwestern states, has about 1,850 mem-

bers, and 35 locals. Meetings with the CIO and AFL have already been held at the instigation of a few of the union's locals. In the past, says *Our Voice*, most of the union members have resisted affiliation.

Union-Made Prizes Feature AFL Industries Show

Free gifts amounting to thousands of dollars were passed out at the annual AFL Industries Show, reports the *AFL News-Reporter*. The event, sponsored by the Union Labor Trades Department of the AFL, ran for eight days, May 17 to 24, in Boston. Featured this year was a display of union-made weapons used by the armed forces. Door prizes and gifts ranged from refrigerators and ranges to chinaware and cuts of beef steak.

HAROLD STIEGLITZ
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Briefs on

PENSIONS AND OTHER BENEFITS

Insured Pension Plans Increase

How many pension plans are there? An over-all figure on all types of pension plans is not available because of the difficulties of securing information from companies throughout the country. The Bureau of Internal Revenue, which is the only central agency for collecting these data, made its latest compilation in 1946.

The Institute of Life Insurance, however, gathers annual statistics on the number of insured plans, and in its latest survey reveals the rapid growth of such plans. At present there are 12,260 insured pension plans, covering approximately 3,250,000 workers. The increase in the number of these plans has occurred largely since 1940. At that time, there were 1,530 plans with a coverage of 695,000 workers. By 1945, the number of plans had grown to 6,700, and the persons covered to 1,515,000. Since 1945, the insured pension plans and the total workers they cover have almost doubled.

The following tabulation classifies the plans according to the type of insured plan. About two thirds of the workers are under group annuity contracts. The average group included 750 persons.

Type of Insured Plan	Number of plans	Number of Workers Covered
Group annuity	2,720	2,065,000
Individual policy trusts	7,800	535,000
Deposit administration	310	470,000
Other types	1,430	190,000
Total:	12,260	3,260,000

Nearly two thirds of the plans are of the individual policy type, but the number of employees covered averages only seventy per plan. A new type of pension arrangement called the deposit administration plan has been developed during the past few years. Of the 310 plans of this nature, the average number of employees covered was 1,500, or a total coverage of 470,000 persons.

The reserves under these insured plans amount to more than \$6 billion, and premiums are being paid currently to the insurance companies at the rate of slightly more than \$1 billion a year.

Amended New Jersey Disability Benefit Law

Effective July 1, 1952, the maximum benefit rate under the New Jersey Temporary Disability Benefits law will be increased from \$26 a week to \$30. Workers' contributions will be reduced from three-fourths to one-half of 1% of the first \$3,000 annual wages on January 1, 1953.

SSB Regulations on Health and Welfare Plans

Salary Stabilization Board's Regulation No. 8 relating to health and welfare plans clears up some of the ambiguities of its previous General Salary Order No. 11 and adds several new provisions.

A health and welfare plan may be put into effect or continued without prior approval if it covers "only employees subject to the jurisdiction of the SSB and

meets the requirements of General Wage Regulation No. 19 and WSB Resolution No. 78. Previously such approval was given only to plans covering employees subject to the jurisdiction of *both* the WSB and the SSB upon the same or similar terms."

It also provides that a plan does not require previous approval if the employees covered by the plan and subject to the jurisdiction of the SSB contribute at least 40% of the cost of their benefits, or at least 50% of cost if the plan provides dependents' benefits.

GSSR 8 also continues three other conditions under which a health and welfare plan does not require prior approval:

- If it is an extension of an existing plan to additional employees within the same plant or to similar groups of employees in other plants of the same employer; or
- If it is an extension or renewal of a plan in effect on January 25, 1951; or
- If it is a new or amended plan required by law.

Even though the plan may not meet all the conditions for adoption without specific approval, the new regulations authorize the SSB to approve it, if it is not discriminatory and if its terms are not excessive as compared with the terms of plans which are permitted without prior approval.

Dismissal Pay Instead of Pensions

A company-financed severance pay fund is an important feature of the new agreement between the Erd-Marshall Company of Port Huron, Michigan, and the International Ladies' Garment Workers' Union, AFL. The severance fund was adopted instead of a pension fund in the belief that it would be of benefit to more employees.

The company will pay 1.5% of payroll into the fund until July 1, 1953, when the contribution will rise to 2%. When the fund has been in operation for two years, workers who leave the firm after five or more years of service will receive severance pay based on earnings and length of service. If the company goes out of business, the fund will be prorated among the workers according to length of service.

The Honor System in a Paid Sick-Leave Plan

Latest in a series of simplified explanations of employee benefits running in the Kimberly-Clark Corporation's magazine is an article reminding employees of some unusual features of the company's sick-leave program. The honor system is fundamental to the K-C plan; the usual doctors' statements and waiting periods are not required. The rare disputes about sick-leave claims are settled by a joint employee-management committee.

² GWR No. 19 has to a large extent been rescinded, but SSB has not changed its ruling.

Other unusual features are the employee's right to use twenty-four of the forty hours of annual sick leave allowance for emergency absence due to disability or death in his immediate family, and the right to accumulate the unused portion in a "bank account," up to a maximum of 200 hours.

Blue Cross Coverage for Retired Employees

The E. I. du Pont de Nemours Company has secured WSB permission to pay Blue Cross hospital-surgical premiums for its Deepwater Plant employees retired before January 25, 1951. The company is also permitting these pensioners to obtain group-rate coverage for their wives through pension check deductions. Most of those eligible have signed up for this additional benefit.

WSB approval was based on the fact that the pensioners' retirement date occurred before WSB took jurisdiction over these matters. Permission to provide coverage for employees retired since January 25, 1951, is still pending. At present, they may pay premium costs for themselves and dependents at group rates available to the company, through deductions from their pension checks.

* * *

Employees already enrolled in the Westinghouse Electric group insurance plan had a chance in April, 1952, to sign up for an increase in their previously elected maximum daily hospitalization benefits. Those who previously chose the \$10 maximum may now receive \$12 at a cost of an additional three cents per week or ten cents for the employee and his dependents. Employees who had signed up for the \$7 daily benefit may now get up to \$10, which will cost five cents more per week or sixteen cents including dependents' coverage; or they may become eligible for the \$12 maximum for an extra eight cents weekly, or if they wish to include protection for dependents, it will cost them twenty-six cents a week.

The above dependents' rates apply only in cases where the employee had previously elected to have his dependents covered. In cases where he had not so elected, the additional cost ranges from seventy-nine cents to \$1.05 weekly, depending on the benefit schedule chosen.

* * *

Johnson and Johnson has received WSB and SSB permission to raise the hospital and surgical benefit schedule under its contributory plan for salaried employees. (Wage employees are covered by Blue Cross.) The application to include certain dependents in the increased benefits is still pending.

Some of the substantial increases in the new program are:

<i>Benefit</i>	<i>Old Maximum</i>	<i>New Maximum</i>
Hospitalization	\$8 per day up to 31 days	\$12 per day up to 70 days
Miscellaneous hospital service	\$40	\$200 + 75% of next \$800
Surgical schedule	\$150	\$250 (company is working on approval for \$350)
Physicians' in-hospital calls	Not provided for	\$4 per call, up to \$280
Life insurance (company paid)	\$500 (\$1,000 if hired before 8/39)	\$2,000
	*	*

Trans-World Airlines is again offering polio coverage for employees and their dependents. The policy pays expenses up to \$5,000 for up to three years of treatment. The cost for two full years of coverage (employees may not sign up for less than two years) is \$1.90 for employee only; \$3.50 for employee and spouse; \$9.60 for employee, spouse and children; \$7.70 for widowed or divorced employee and children.

George A. Hormel and Company begins a new two-year group polio policy term on June 20, 1952. \$5,000 worth of coverage may be obtained at a cost of \$3.60 for the employee alone and \$8.60 for the employee and four dependents.

Between June 20, 1950, and January 1, 1952, \$5,-265.80 was paid out to Hormel employees or their dependents who contracted polio. Three other claims are now in process of payment.

Mutual Aid Society Benefits

The Mutual Aid Society of the Allis-Chalmers Manufacturing Company, finding that its reserves are building up faster than expected, has decided to increase benefits for employees and dependents. The new dependents' schedule, however, has not yet received WSB approval.

New and increased medical benefits for employees, at no increase in dues, are:

- Certain types of dental surgery.
- \$8 per day hospital benefit. Formerly \$7.
- \$1,000 maximum total hospitalization allowance including \$440 in miscellaneous services. The former total was \$640.
- \$50 maximum for physician's office treatment for incidentals arising out of surgery or nonindustrial injury. Formerly limited to cost of one visit.
- Revised surgical schedule to maximum of \$400. Formerly \$300.
- \$25 for each additional child in multiple births.

Members of the society's employee plan have voted for increased disability payments at an additional cost to members of twenty cents a month. Employees

formerly eligible for weekly payments of \$20 will now get \$27.50 and those in the \$26 bracket, \$32.50.

In addition to the increased family plan schedule, the Mutual Aid Society is also asking WSB approval of a plan to extend hospital and surgical coverage to widows and other dependents of former family plan members. They will get benefits as though the member were still living, if they fulfil certain requirements.

ACW Health Centers

The New York and Philadelphia Sidney Hillman Health Centers, established by the Amalgamated Clothing Workers of America, CIO, recently completed their first year of service. The health centers are administered jointly by union and management representatives. Services of physicians, nurses and technicians, as well as laboratory tests and X-ray treatments, are available to members for \$10 a year. 10,090 members obtained treatment at the New York center during its first year; 5,861 were treated in Philadelphia.

Publications on the Older Worker

"Employment and Retirement in an Aging Population"—

An extensive annotated bibliography. *Prepared by Arthur N. Turner, Harvard University, Graduate School of Business Administration, Baker Library, Reference List Number 10, Boston 63, Mass., December, 1951, 50 pp. \$1.00.*

"Selected Bibliography—Problems of Aging"—*Industrial Relations Center, University of Minnesota, Minneapolis,*

mimeographed, January, 1952, 19 pp.

"Employment of the Older Worker"—Two papers and a

bibliography. *The W. E. Upjohn Institute for Community Research, Kalamazoo, Mich., March, 1952, 24 pp. No charge.*

"Retirement Procedures under Compulsory and Flexible

Retirement Policies"—An examination of retirement policies in fourteen companies. *Industrial Relations Section, Princeton University, Princeton, N. J., February, 1952, 65 pp. \$2.00.*

"Should I Retire?"—A discussion of the ways to attain a

happy life after retirement by a retired physician who has achieved this goal. *By Dr. George H. Preston, Rinehart and Company, New York, 1952, 181 pp. \$2.50.*

"Lifetime Living"—A new monthly magazine devoted to the

interest of older people. *Martin Gumpert, ed. 27 E. 39th St., N.Y.C. 16. \$2.50 yearly subscription.*

"Social Contribution by the Aging"—A series of articles on

the problems of the aging which are grouped according to special subjects such as: the needs and capacities of aging people; contribution to the productive economy; maintenance of capacity for social contribution. *Entire issue of The Annals of The American Academy of Political and Social Science, Clark Tibbitts, editor, January, 1952, Philadelphia, Pennsylvania, \$2.00.*

INDUSTRY HONORS ITS BEST

Through merit award plans, companies give public recognition to employees who contribute to their jobs more than is expected

HUNDREDS of thousands of employees are good at their jobs. But here and there, one stands head and shoulders above the crowd. He does more than he is expected to do. He contributes extra thinking, extra energy, extra courage, extra enthusiasm, which are tremendous assets to his company.

Management is aware of this, and many companies have worked out plans to give formal recognition to achievements "beyond the line of duty." Medals, certificates, insignia and sometimes cash awards are presented with formal and impressive ceremony. But the chief thing is the honor. Before his immediate associates, top executives of the company, and community leaders, the outstanding individual is told that his accomplishments are appreciated.

A few companies have had merit award plans for longer than a quarter of a century. Among them are General Electric, Armco, the Bell Telephone System and the Goodyear Tire and Rubber Company. Within recent years other companies, large and small, have inaugurated such plans, most of them individualistic. For merit award plans there is no apparent pattern.

AWARDS BY GENERAL ELECTRIC

The General Electric Company gives two types of merit awards. Its highest honor is the Charles A. Coffin Award, named after the first president of the company. To Charles Coffin, position and salary were no real measure of man. Far more important, he believed, was a man's will and ability to extend himself beyond the normal requirements of his job—his dedication to his company.

Initiative, perseverance, courage and foresight are considered in the annual selections of outstanding employees among the many thousands in GE factories and offices. The principal determination in making the awards is whether the individual's accomplishment is something beyond the line of duty. As the citation expresses it, "Only signal contributions to the work of the company which surpass in great measure the accomplishments expected of the employee are recognized by the conferring of a Coffin Award."

From 1923 (when the first awards were made), through 1951, a total of 972 awards had been granted, with honoraria amounting to nearly \$275,000. There

is no limit on the number of awards that can be made in any one year; the number has varied from eighteen to sixty-five. Since the citation includes a description of the work that has merited recognition, no awards were granted during the war years 1942-45 when a large percentage of the company's work was for the government, and secrecy was essential. Awards for this period were granted retroactively in a later year. In 1951, again on account of secrecy surrounding defense projects, very few awards were given. Some individuals have been two- and three-time winners. Awards are made to groups as well as to individuals.

The award consists of a gold lapel button for men or a gold pin for women, a \$500 Series E defense bond and a certificate. The design of the button or pin is similar to the motif on the certificate (shown in an accompanying illustration) with the words "Charles A. Coffin Award" along the periphery.

Between 1930 and 1948, the honorarium to each awardee was \$250, whether he received an award individually or as a member of a group. This sum was increased to \$350 in 1948, and in 1950 to a \$500 defense bond. During the first years, money for the awards came from the Charles A. Coffin Foundation which had been set up by the company as a memorial to its first president. The money used for awards now is appropriated each year by the company's board of directors, the total based on the number of recipients that are approved.

A subcommittee of the company's advisory committee, which is made up of top officers, decides on the recipients. The first recommendation is made by the employee's immediate supervisor, and the recommendations are screened through department and division levels until they reach the committee.

Groups Considered for Awards

As considered for the award, employees are grouped into six classes: (1) workmen, (2) manufacturing supervisors, (3) tool designers or draftsmen, (4) design or laboratory engineers, (5) sales, application or field engineers, and (6) clerical or others. The accomplishments of an employee in one of these groups is compared only with other members of his own group.

The awards throughout the company are made simultaneously at all locations where recipients of awards work. The presentation is usually made at eleven o'clock in the morning, some time in January or February. The recipient's immediate associates watch the ceremony, and if more than one individual is receiving an award, the meeting often becomes a community function with invitations extended to the mayor and other civic officials.

Within recent years, families of the recipients have been invited and have been taken with the awardees to lunch as the company's guests. Awards are supposed to come as a surprise to the recipients, but with the families invited, it has proved hard to keep them a secret.

An officer of the company or a top-ranking executive at the place where the awards are being made presents the pins, certificates and bonds. The president of the company sends a greeting to the home of the recipient in the form of a letter or telegram which is timed to arrive on the date of the ceremony.

Among the twenty-seven members of the GE family who received awards for accomplishments in 1951 were a foreman who was cited for his many ideas and developments which had resulted in new and improved finishes for electric clocks; an auditor cited for outstanding accomplishment in developing improved methods and procedures for the compilation of sales statistics; and a toolmaker for "developing methods of precision bending and fabrication of wave guides for aircraft radar systems, allowing B-36 armament requirements to be met at a critical time with benefits to the nation as well as to the company." Four employees of the forty-seven who were honored in 1949 received awards for outstanding achievements in the field of employee relations.

In addition to the Coffin Awards, General Electric has Managerial Awards which are given to employees for doing an unusually good job. These are made by the department or division manager without further approval within the company. The cash honorarium varies from \$100 to \$300, and there is no limit on the number that can be given. They are generally presented by the individual's immediate division or department head without much fanfare or publicity.

The Managerial Awards provide a way in which recognition may be given to accomplishments that are outstanding but which are not quite up to the measure of those for which Coffin Awards are granted. An employee is not given a Managerial Award and a Coffin Award for the same piece of work. He may, however, receive a suggestion award, under the company's suggestion system, and a Coffin Award for the same accomplishment.

ARMCO MEDAL

While the Distinguished Service Medal of the Armco Steel Corporation has usually been awarded for the

saving of another's life or preventing a very serious injury to a fellow workman, it has also been awarded occasionally for other reasons. Once, for example, it was presented to a workman who had made a very valuable contribution toward civic betterment projects over a period of many years.

George M. Verity, Armco's founder, had the distinguished service medal created in 1925. The bronze medal is not awarded on an annual basis, but only when some outstanding deed demands recognition. The decision to award a medal rests with top management who grant the award very carefully so that frequency of issue does not detract from the honor conveyed. Through 1947, only twenty-five individuals had received medals. The president of the company makes the presentation personally after a talk in which he describes the actions that merited the recognition.

VAIL AWARDS OF BELL TELEPHONE

The Bell Telephone System has been recognizing exceptional acts or services of its employees since 1920. Income from the Theodore N. Vail Memorial Fund is used to provide medals and cash awards.

Bronze medals for meritorious service are available for distribution every year in each company that is associated with the Bell System. The medals are accompanied by a citation of the circumstance which occasioned the award. Many of them are given for the saving of life or for prompt and courageous action in emergencies. A committee of award in each company, appointed by the president of that company, designates the recipients. The bronze medals are accompanied by a cash award of \$100.

Silver medals and gold medals, accompanied by cash awards of \$500 and \$1,000 respectively, are given for cases of outstanding achievement. Recipients of these are chosen by the Bell System national committee of award, whose members are appointed by the president of the American Telephone and Telegraph Company. The national committee chooses recipients for the higher awards through reviewing all cases for which bronze medals have been given by the local committees of award. Each case is considered with reference to the degree of initiative, resourcefulness, courage and fortitude displayed by the principal. Awards are made according to the excellence or importance of the act or service without regard to geographical distribution.

The number of awards varies from year to year. However, not more than two gold medals and not more than ten gold and silver medals together can be given in any one year except with the consent of the trustees of the Vail Memorial Fund.

Recipients of Vail awards are given their choice of a pin or lapel button which is a replica of the medal. Bronze plaques commemorating the acts of noteworthy public service are presented to those com-

panies whose employees have been awarded gold and silver medals. They are for permanent display on telephone property.

GOODYEAR'S LITCHFIELD AWARDS

Paul W. and Florence B. Litchfield Awards of Merit, established by the Goodyear Tire and Rubber Company in 1926, are given each year to reward individual merit of employees "and through such awards to further the loyalty, efficiency, cooperation, general welfare and happiness of all Goodyear employees."

At present, a gold medal is given annually to (1) the best production squadron graduate, (2) the best engineering squadron graduate, (3) the best Goodyear apprentice mechanic graduate, (4) the employee who submits the best suggestion under the company's suggestion plan during the year, (5) the best divisional athlete, (6) the best student in Goodyear Industrial University, (7) the best Goodyear salesman in the domestic field, (8) the best Goodyear salesman in the export field, (9) the best store manager in a large Goodyear retail store, (10) the best store manager in a small Goodyear store, and (11) the best Goodyear aircraft squadron graduate.

Litchfield medals also may be won by members of Goodyear boy scout troupes. The best boy scout in the combined Goodyear boy scout troops is awarded a gold medal; a silver medal is given to the best explorer scout in Goodyear explorer units.

A committee of three, appointed by the board of directors of the Goodyear Service Pin Association, supervises operation of the plan and the granting of the awards. Detailed rules have been set up for determining merit under each of the classifications. The number of classifications can be changed at the discretion of the award committee with the approval of the board of directors of the service pin association.

In addition to these Litchfield Awards, which are made annually, there are Litchfield Special Awards of Merit which are given only for an exceptional and outstanding achievement. Examples are the saving of human life; the prevention of serious accident, damage or loss; the advancement of better relationships between the company and its employees; and the development of methods or products having the greatest effect on the rubber industry as a whole. The Akron Factory general council of the company determines recipients for this award.

Special Awards of Merit have been granted sixteen times since 1928 when the first one was given. Seven were for special acts of heroism which resulted in saving lives. Two were for acts which saved valuable property, and the other seven were granted for special product development.

The medals usually are presented by Mr. Litchfield, chairman of the board, at a meeting where the ceremony is appropriate.

The names of Litchfield medal winners are added

each year to a permanent honor roll erected in the lobby of Goodyear Hall. Names of those who have received the Special Award of Merit are on a separate tablet.

ALLEGHENY LUDLUM MERIT AWARDS

Since 1947, when Allegheny Ludlum Merit Awards were established at the Allegheny Ludlum Steel Corporation, from one to four employees have been honored each year. This award is made by the board of directors of the company to employees whose outstanding achievements are of considerable monetary value to the corporation. All employees are eligible; classifications range all the way from hourly workers to vice-presidents. There is no limit on the number of awards that can be made during a year, nor is there a set time for award presentations.

The award consists of a citation from the board of directors, the President's Medal, which is a stainless steel medallion, and a check for \$1,000.

Nomination for the award is made by the employee's immediate supervisor; he describes the employee's achievement and the saving or additional financial value it provides to the company. If this nomination is endorsed by every person in the chain of command up to the board of directors, the board considers the nomination on its merits and makes the final decision.

Two hourly employees recently received awards for developing techniques for the rolling of stainless steel T-sections. The manager and assistant manager of a pickle-anneal line were given medals and checks for developing a shot blast descaling process for stainless and silicon strip. A former vice-president and technical director was voted the award for a long list of contributions to metallurgical development of stainless and electrical steels. A salesman was voted the award for outstanding work in obtaining a multi-million-dollar order. In one instance the President's Medal has been presented to an outsider. This was when an award was made posthumously to Edward Budd for his contributions to fabricating techniques and market development of stainless steel.

DELCO PRODUCTS GOLD COIN AWARD

Popularity with his fellow workers is a consideration in choosing the employee who is to receive the General Manager's Gold Coin each year at Delco Products Division of General Motors. The gold medal has engraved on its face "Appreciation Coin Issued to _____ for Outstanding Work Done 19____." On the reverse side is "Delco Products Division General Motors" with the name of the general manager and the year. The award is presented at the first quarterly meeting held for all members of management each year.

There is no formal nomination system for the award. Each of the eleven chief executives, including the general manager, who sits on the administration board

of Delco Products is allowed to make a nomination. After receiving the nominations, the general manager checks on three points for each nominee: his loyalty, punctuality and popularity. Grading is based largely on reports from contacts made with employees in the department where the nominee works. After compiling this information on all candidates, a secret vote is taken among the eleven members at an executive meeting. The person receiving the most votes, based chiefly on merit grading, is elected to receive the award.

The presentation is made by the recipient's own department head at a regular quarterly meeting of the entire management group of approximately 650 persons. The general manager reads a statement explaining why and how the employee was selected and noting details of the outstanding work that he performed during the year.

This award, originated by Frank H. Irelan, who is still general manager, has been given regularly since 1941. Hourly rated employees as well as members of the management group have received it. Last year the coin was awarded to a sectional engineer who was praised for the manner in which he had applied himself to his day-by-day problems and for the effective manner in which he had met his responsibilities. The year before, the recipient of the coin was a man who had served as personnel manager of the division for nearly twenty years. In still an earlier year, a general foreman received the award for "exercising factory foremanship considerably in excess of average requirements." A story and photograph of the annual presentation is always featured on the front page of *Delco Doings*, employee newspaper.

The decision as to who will receive the award, according to Mr. Irelan, is a very difficult one to make. The ceremony must be serious and the grading honest, to uphold the high respect of the award. Ten years' experience with the plan has led members of the division's executive staff to believe that the award has been helpful in creating good will among employees.

WESTINGHOUSE ORDER OF MERIT

Since establishment of its Order of Merit in 1937, the Westinghouse Electric Corporation has given about 525 awards to employees of the parent and subsidiary companies for distinguished service. The number of awards in any one year is dependent on the action of the company's board of directors.

Contributions to the electrical and mechanical industries; contributions leading to improvements and developments in system, method, tools and equipment; and contributions to growth and harmonious relationships within the organization are recognized and honored through the Westinghouse plan.

Recipients of the Order of Merit receive a medallion—bronze with a large silver W—and a certificate.

Presentations are usually made by the president of the company or one of the vice-presidents in the locality where the employee works. Usually all of his near associates are invited to attend the ceremony.

The sponsor gives information in respect to a nominee for an award on a form. Information is given in some detail and includes a suggested citation. The following citation is representative:

Thomas McClain, *Switchgear Division*, for his untiring devotion to the production of quality work; for his many suggestions for cost reduction without loss of quality; and for his loyalty and his instructive and considerate attitude toward others.

The manager of Marine Electric Engineering received a silver W for his pioneering work and originality in the application of electricity aboard ship. A research laboratories engineer was given the award for his work in improving the design of high-speed electric locomotives by eliminating vibration and sway. Another engineer received an award for devising new methods for removing vibration and noise from machinery. A supervisor in Gearing Engineering was cited for his particularly outstanding efforts in the investigation and design of superhigh-speed gear drives and for the development of new gear motors during World War II.

UTILITIES RECOGNIZE HEROISM

Employees of public utility companies, such as those providing gas and electricity, not infrequently encounter danger in their daily work. Good judgment and courage are expected of them in these situations. Sometimes, however, the employee goes beyond this, risking his own life to save others. A number of public utility companies have set up award plans giving special recognition to those whose service has extended "beyond the call of duty."

The Philadelphia Gas Works Company, for instance, since 1946 has been conferring a PGW Meritorious Service Award in recognition of exceptional meritorious deeds or services of its employees. The award consists of an engraved watch, and a leather-encased certificate citing the act or services for which the award is granted.

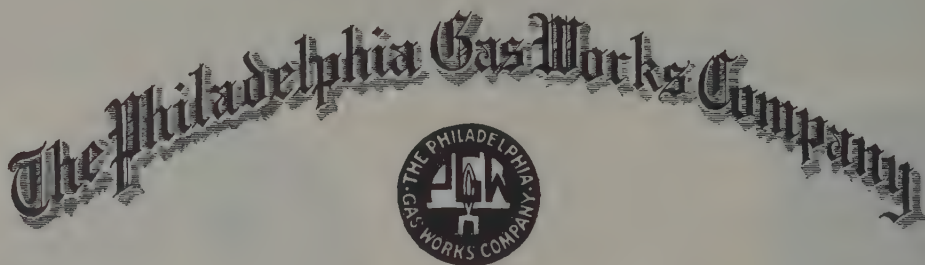
The following illustrate the kind of service for which an award may be granted:

- a. An outstanding contribution to the company's operating practice in any phase of manufacturing, service or other business activity
- b. Extraordinary heroism
- c. Superior use of judgment and effort in order to save human life
- d. Exceptional presence of mind in the maintenance of gas service to customers or in the prevention of damage to property

Four employees recently received awards for their action in connection with the explosion of a gas cylinder on one of the company's properties last fall. Two



Left to right, top—Achievement Award, Thermoid Company; reverse and face of President's Medal, Allegheny Ludlum Steel Corporation. Bottom—Gold Medal Award, Lord & Taylor (design shown on poster used as background for presentation ceremony); face of Distinguished Service Medal, Armco Steel Corporation; Progress Award, Thermoid Company



Meritorious Service Award

JOSEPH J. STOREPIN, on March 16, 1952, when a steam transmission line ruptured filling the Station B Valve House and surrounding area with hot steam vapor, took prompt and effective action, with considerable personal risk, resulting in the correction of a condition which might otherwise have caused damage to Company facilities or disruption of gas service.

In recognition of this meritorious service, he is hereby awarded THE PHILADELPHIA GAS WORKS COMPANY MERITORIOUS SERVICE AWARD and accompanying gold watch as a token of his Company's appreciation.

Hudson W. Reed
President

A description of the meritorious act appears on the certificate awarded by the Philadelphia Gas Works Company.



Westinghouse Order of Merit

In Recognition of the Distinguished Service of

The Silver **W**

and this certificate of The Order of Merit of Westinghouse Electric Corporation is awarded

Done at the principal offices of the Company in Pittsburgh, Pennsylvania
this _____ day of _____ anno

BY ORDER OF THE BOARD OF DIRECTORS

PRESIDENT

SECRETARY



CHARLES A. COFFIN AWARD

ESTABLISHED BY GENERAL ELECTRIC COMPANY

FOR THE ENCOURAGEMENT OF SIGNAL CONTRIBUTIONS
BY EMPLOYEES OF THE GENERAL ELECTRIC COMPANY
TOWARD THE INCREASE OF ITS EFFICIENCY
OR PROGRESS IN THE ELECTRICAL ART

PRESENTED TO

Above—Certificate accompanying Order of Merit, Westinghouse Electric Corporation.
Bottom—Certificate given to recipient of Charles A. Coffin Award, General Electric Company.
Only the upper half of the certificate is illustrated. The lower portion is used for the citation.

mechanics received awards for working out a new idea for starting water gas machines.

An award committee receives recommendations that are submitted from time to time by department heads. After investigation, the committee reports its findings and recommendations to the president of the company, who makes the final decision. The awards are presented personally by the president at informal ceremonies at the place of work, in the presence of the recipient's immediate associates, members of management and invited guests.

CASH AWARDS FOR EXCEPTIONAL SERVICE

A company with less than five hundred employees, a large percentage of them technical workers, grants Exceptional Service Awards to employees who, in the opinion of the board of directors, have rendered valuable services to the company beyond what would reasonably be expected in the regular performance of their work. The awards are sums of money, the individual amounts determined by the board of directors. A letter from the president transmits the check. No certificate or insignia is attached.

In 1951, three awards were made. One was for the closing of the largest single order in the company's history, despite heavy competition. One was made for recognition of a new sales field and its successful exploitation. The third was for the rapid and satisfactory organization of a new engineering division under pressure of a tremendous work load.

The board of directors would have liked to have made more than three awards last year, but at present the company is limited as to the amount which it may grant. The Wage and Salary Administration ruled that total grants in 1951 for the Exceptional Service Awards must not exceed (1) the total of such awards that were given in 1950 or (2) the average of the sums given in 1948, 1949 and 1950—whichever amount was greater.

PROGRESS AND ACHIEVEMENT AWARDS

Awards presented by the Thermoid Company of Trenton, New Jersey, recognize two degrees of merit. Progress Awards, silver medals, are given to not more than ten employees each year "who irrespective of the job they perform have shown, in the opinion of the management, outstanding and meritorious progress during the preceding year." Achievement Awards, gold medals, are presented to not more than three employees with at least three years' service "who, in the opinion of management, attain what is known as approximate human perfection in the specific duties which they perform."

A management committee selects the recipients of the awards from a list proposed by division heads, using written criteria as a basis for selection. The medals are presented at an annual fall dinner meeting at which awards for long service also are presented.

Local newspapers as well as plant publications carry pictures and stories of the award winners.

RINGS FOR THE HONORED

Rings are given as awards for outstanding achievement at the Kraft Foods Company. The J. L. Kraft Jade Ring Merit Award is presented as a "distinguishing mark of honor in recognition of meritorious service and unusual initiative." The ring is made of sterling silver with gold trimming and is set with a choice piece of jade. Types of achievement that have been considered worthy of this award are those that go beyond the normal performance of an individual's duties, such as the origination of new methods, new processes and improvements in processes. The award marks exceptional performance of a specific job.

The President's Honor Award plan, on the other hand, recognizes "extraordinary achievement on the part of those whose services have been of unusual and substantial value in the progress of the organization. For such signal accomplishment a solitaire diamond ring with platinum mounting is awarded, with a certificate. The purpose of this award is to recognize the highest types of achievement and initiative—maximum performance as contrasted with outstanding."¹

LORD & TAYLOR GOLD MEDAL AWARD

Once each year on a spring morning, employees of Lord & Taylor gather on the street floor of the New York City department store before work to witness presentation of Gold Medal Awards by the company's president. This award, established in 1938, is given to nonexecutive members of the store who have made the greatest contribution of distinguished service to customers and fellow workers. A special platform is built from which the president talks and to which each of the winners comes as his or her name is called. Early shoppers are invited to attend the ceremony.

Winners are selected from recommendations made by all of the department heads and service managers, with the final selection made by the president and other members of top management. Length of service, quality of job performance and relationships with customers and other employees are the primary deciding factors. Fourteen employees were recipients of medals this year. Those who have received awards have organized a Gold Medal Club.

EMPLOYEE PARTICIPATION IN SELECTION

In the plans thus far described, the decision as to recipients of awards is solely up to management. How about having employees assist in making the selections? Experience indicates that the degree of participation is a factor in whether this is successful. A small manufacturing company recently abandoned a plan to

¹ The jade and diamond rings and accompanying certificates are illustrated in the *Management Record*, February, 1948.

which the selection was left *entirely* to employees. A committee made up of representatives of all the employees in the plant chose an "employee of the month" someone who they thought had made an outstanding contribution to the company. He was given a certificate and a cash award. Then, at the end of the year, from the group of employees thus honored, one was selected as the "employee of the year." With a special ceremony he was given another certificate and a larger cash award. Management had thought that this plan would promote enthusiasm for personal achievement and interest in company affairs but, after a careful trial, the plan was abandoned. Personal jealousies entered into the picture and defeated the program.

In other companies, however, where employees share with management the task of choosing honor recipients, the results have been favorable.

AMERICAN AIRLINES AWARDS

Nominations for awards given by the American Airlines may be submitted by any employee or group of employees of the system, and employees have a part in the selection of recipients. This company grants two types of awards—a Distinguished Service Award for Valor and a Distinguished Service Award for Merit. The first is limited to recognition of unusual courage and valor. The second is an equal recognition of outstanding and unusually meritorious service not necessarily involving the display of courage and valor. Nominees for the award of merit are supposed to meet one of the following conditions: (1) A distinct and unusual contribution to the knowledge and technique of air transportation when such contribution is above the normal result of the employee's assigned duties; (2) Successfully meeting an unusual and difficult situation not involving physical risk more effectively than other employees of like duties in the company or industry might be expected to meet it if given the opportunity.

Last year the company awarded one of each of the awards. An Award for Valor went to a stewardess for courage displayed in an emergency landing. An Award for Merit went to an employee for the development of modifications to the Link Trainer which caused it to "fly" like an actual aircraft.

A medallion and a certificate are given to those who are honored. The designs of the medallions given for the two awards are similar—the American Airlines design resting on a background of maroon for Valor and blue for Merit. The medals resemble the Army's Distinguished Service Cross in design, though they are pinned to the chest instead of being hung around the neck.

A distinguished service award board consisting of representative employees and six officers of the company consider the nominations submitted by employees and make recommendations for awards to the

chief executive officer of the company. Chairmanship of the award board is rotated among the management members, and the secretary is always a member of the company's personnel department.

PLAN FOR SALARIED EMPLOYEES

Former recipients of awards have a part in the selection of new awardees in the merit award plan of RCA Victor Division of the Radio Corporation of America. This plan, which applies to salaried employees in office, field and factory, was founded in 1945 as a counterpart to the company's suggestion system, which is most widely applicable to hourly paid workers.

A maximum of fifteen persons who have demonstrated outstanding accomplishments in their work may be honored each year. Ever since 1946, the full permissible number of awards have been made. The recipients automatically become members of the RCA Victor Award of Merit Society, and each year all members of the society are invited to attend an impressive formal dinner meeting at which new awards are made. The full executive staff of the division is usually also present.

The award for men consists of a solid gold money clip on which there is a miniature gold watch decorated with the company's trademark, accompanied by a framed citation of the individual's meritorious achievement. Women receive gold brooch watches set with rubies.

Nominations are made by the various product and service department heads, each assigned a quota determined by the number of salaried employees in his department. Each possible candidate is appraised in relation to the scope and limitations of his job. Those with the highest ratings in comparison with their job possibilities receive the nominations.

A selection committee of seven members, representing various activities in the company, makes the final choices. Members of this committee are named from the entire membership of the Award of Merit Society by the annual chairman of the society. The chairman's selections must have the approval of the society's permanent committee which supervises all activities of the society and whose members are appointed by the vice-president in charge of the RCA Victor Division. The permanent committee has a rotating membership, each of its three members serving a three-year term.

Not more than one award may be made each year to the management group comprised of vice-presidents, directors, general managers and presidents of subsidiaries. Not more than two awards may be given to assistant directors, vice-presidents of subsidiaries, division-managers reporting to vice-presidents, directors and assistant general managers. The selections for awards must be unanimous.

LABOR-MANAGEMENT DECISION

At the Allen Manufacturing Company at Hartford, Connecticut, management and nonsupervisory employees together decide on those who are deserving of special honor. The labor-management committee in this company thought up the recognition plan which is operating today much as when it was originated a few years ago.

Union stewards and foremen submit names of candidates. Twelve awards to outstanding employees are made annually—one to a foreman, one to a tool setter, four to production operators and six to "indirect" employees, that is, workers engaged in other than direct operation activities. In granting awards, the following factors are considered: employee rating re-

ports, production average, quality of work, attendance record, safety record, suggestions submitted, punctuality and activities. The personnel department classifies candidates and goes through employee records to assemble data on each of these factors. The labor-management committee makes the final decisions on who are to be honored.

The first time an individual is selected for a merit award, he receives a gold-and-enamel pin, set with a ruby. If chosen a second time, he receives a certificate. The awards are presented at an annual dinner given by the company for labor-management committee members.

GENEVA SEYBOLD

Division of Personnel Administration

Review of Labor Statistics

CONSUMERS were paying 1% more in April than they did in March for the same market basket of goods and services. Food and sundries took larger bites of the moderate-income family's budget. And housing costs advanced for the first time since January. The latest rise brought the all-items index to a level of 179.9 (January, 1939=100), 3% above the April, 1951, figure and slightly below the all-time peak of 180.3 which was established in January of this year. In other words, consumers were paying \$1.80 in April for the same group of commodities which cost them \$1.00 in January, 1939, \$1.62 in June, 1950 (the last survey date before the Korean conflict), and \$1.78 last month.

Higher prices for eggs and many fresh fruits and vegetables pushed the food index up despite lower prices for pork chops, ham, bacon, milk, butter, margarine, shortenings and coffee. Cheaper margarine and shortening reflect the sharp dip in cottonseed oil, a basic ingredient of these products. Prices of lettuce, onions, white and sweet potatoes continued to climb. However, acreage reports indicate that the new crops of onions and white potatoes may be sufficient to bring down the current high prices—which are blamed on slim 1951 production of these vegetables. Prices of carrots, cabbage and apples also advanced in April.

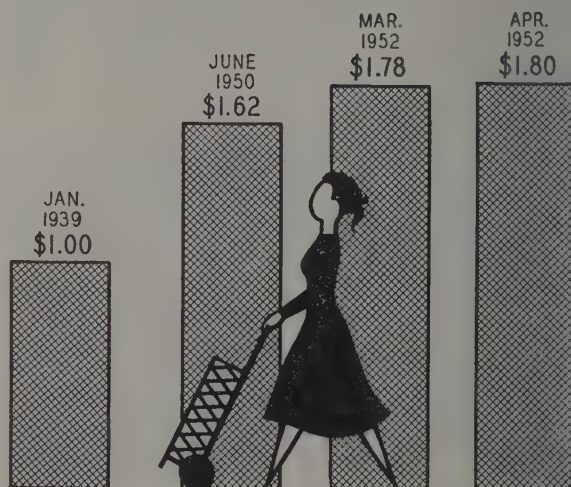
Apparel prices declined for the seventh month in a row and housefurnishings remained unchanged. These are the only two components of the index which have declined over the year. The clothing index has dipped 1.9% since April, 1951, and the housefurnishings index has fallen 3.2%. Moreover, indications are that apparel prices will continue to ease in future months, for shoe manufacturers and producers of men's suits have already announced cuts in their fall price lines.

The sundries index for April advanced 1.3%, largely

as a result of the increases reported in the annual survey of automobile prices. Gasoline and toilet articles were also higher in some cities while cleaning materials registered a fairly general decline. Lower soap prices have resulted from the dip in prices of fats and oils used in their manufacture. According to leaders in the industry, higher production and shrinking exports have brought about a surplus of fats and oils in the United States for the first time in fifteen years.

Unemployment in the first quarter of 1952 was lower than for any similar period since 1945. The

What the Market Basket Costs*



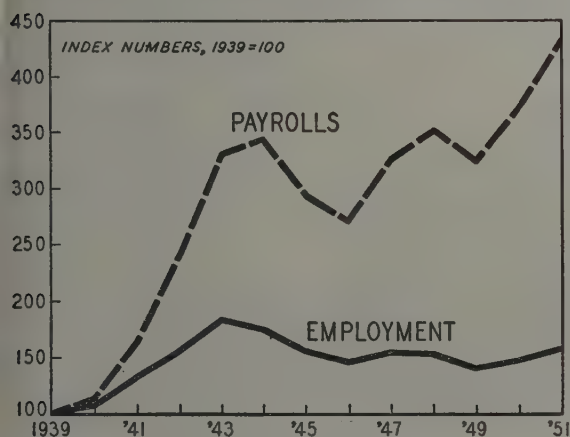
Source: The Conference Board.

* All goods and services purchased by moderate-income families compared to 1939.

Bureau of the Census estimates that the number of job seekers was 400,000 below the corresponding period last year and less than half the 1950 number. The large number of young men called into the armed forces was one factor. Probably because of this circumstance, the number of unemployed women (though less than in 1951) was relatively greater than the number of unemployed men.

The number of agricultural workers increased in April to 6.4 million from the 6 million figure of a month earlier. Some hesitancy in taking farm jobs is evident, however, when the number employed for this April is compared with the 6.6 million employed the same month a year ago.

Employment and Payrolls, Production Workers



Sources: Bureau of Labor Statistics; THE CONFERENCE BOARD.

According to the Bureau of Labor Statistics, there has been an addition of 2.5 million workers to non-farm industries since June, 1950. Increased defense production has offset in good part any decline in consumer production. Employment in the textile and apparel industry declined but employment in the contract construction field increased sharply in April. Government employment (federal, state and local) also rose during April of this year and reached a total of more than 6.5 million workers—approximately 259,000 over April of a year ago.

WORK WEEK

The average time put in by production workers declined again in April for the fourth consecutive month. The preliminary average was a forty-hour week which compares with 40.6 hours for the month before and forty-one hours for April a year ago. The decline in the work week for nondurable goods manufacturers was more marked. Manufacturers in this field reported a 38.5-hour week in April compared with a 39.7-hour week a year ago.

PAYROLLS MOUNT

Labor costs continued their upward trend last year, reaching the highest level of all the years surveyed. Payrolls increased 332% since 1939 while employment of production and related workers in manufacturing industries was up only 59%. (See accompanying chart.) The aggregate payroll figure is based on the gross average weekly earnings multiplied by the number of production workers in manufacturing.

Except for a recession in 1948, payrolls began to mount as far back as 1946. Starting in 1949, the increase became more marked, and rapidly outdistanced

Consumers' Price Index for Fifty-four Cities, and Purchasing Value of the Dollar

Index Numbers, January, 1939 = 100

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel ²			House-furnishings	Sundries	Purchasing Value of the Dollar
				Total	Men's	Women's	Total	Electricity	Gas			
1951 April.....	174.6	228.7 ^a	119.8	155.1	171.9	140.9	134.7	90.9	101.0	173.1	163.7	57.3
May.....	175.3	230.9	120.0	155.0	172.1	140.6	132.8	91.0	101.3	172.7	164.0	57.0
June.....	175.4	231.1 ^b	119.9	154.9	172.8	139.8	133.5	90.8	101.4	173.2	164.0	57.0
July.....	176.4	232.9 ^c	121.3	154.8	172.7	139.7	133.8	90.8	101.5	173.4	164.3	56.7
August.....	176.6	232.7	122.0	155.1	173.5	139.5	134.2	90.9	101.4	172.2	165.1	56.6
September.....	177.1	233.5 ^d	122.3	156.6	174.9	141.0	134.8	90.9	101.7	170.9	165.1	56.5
October.....	177.6	235.0	122.7	156.3	175.0	140.6	135.1	90.9	101.7	169.8	164.9	56.3
November.....	179.7	239.8 ^e	123.8	155.1	173.2	139.8	135.5	90.8	102.0	170.4 ^r	166.5	55.6
December.....	180.2	239.5 ^f	124.0	154.6	172.7	139.2	135.8	91.0	102.0	170.6	166.5	55.5
Annual average.....	176.2	232.5	120.8	155.0	172.6	140.1	134.4	90.9	101.4	171.7	164.5	56.8
1952 January.....	180.3	240.3 ^r	124.4	153.7	171.2	138.8	135.9	91.2	102.1 ^r	169.1	168.1	55.5
February.....	177.7	233.9 ^{rg}	124.4	152.7 ^r	170.2 ^r	137.9	135.8	91.1	102.1 ^r	168.7 ^r	166.9	56.3
March.....	178.1 ^r	234.4 ^h	124.4	152.3 ^r	169.9 ^r	137.5 ^r	135.9	91.1	102.6	167.6 ^r	168.1	56.1
April.....	179.9	237.8	124.7	152.1	169.7	137.3	135.6	91.1	102.6	167.6	170.3	55.6

Percentage Changes

Mar. 1952 to Apr. 1952....	+1.0	+1.5	+0.2	-0.1	-0.1	-0.1	-0.2	0	0	0	+1.3	-0.9
Apr. 1951 to Apr. 1952....	+3.0	+4.0	+4.1	-1.9	-1.3	-2.6	+0.7	+0.2	+1.6	-3.2	+4.0	-3.0

¹ Rents surveyed quarterly for individual cities.

² Includes electricity and gas.

^a Based on food prices for April 10, 1951.

^b Based on food prices for June 14, 1951.

^c Based on food prices for July 10, 1951.

^d Based on food prices for Sept. 17, 1951.

^e Based on food prices for Nov. 14, 1951.

^f Based on food prices for Dec. 12, 1951.

^g Based on food prices for Feb. 18, 1952.

^h Based on food prices for Mar. 14, 1952.

^r Revised.

Consumers' Price Indexes for Cities Surveyed Quarterly

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in consumers' prices in each city, which changes may be compared with those for other cities.

	Index Numbers Jan., 1939=100			Percentage Changes			Index Numbers Jan., 1939=100			Percentage Changes	
	Apr. 1952	Jan. 1952	Apr. 1951	Jan. 1952 to Apr. 1952	Apr. 1951 to Apr. 1952		Apr. 1952	Jan. 1952	Apr. 1951	Jan. 1952 to Apr. 1952	Apr. 1951 to Apr. 1952
Baltimore						Minneapolis-St. Paul					
Food.....	239.1	240.3 _r	228.1	-0.5	+4.8	Food.....	250.7	254.0 _r	244.6	-1.3	+2.5
Housing.....	116.8	116.8	112.3	0	+4.0	Housing.....	113.0	113.0	109.1	0	+3.6
Clothing.....	155.2	156.7	159.6	-1.0	-2.8	Clothing.....	155.2	157.9 _r	161.5	-1.7	-3.9
Fuel ¹	155.2	155.7	153.9	-0.3	+0.8	Fuel ¹	140.0	141.9	140.6	-1.3	-0.4
Housefurnishings.....	196.9	196.7	202.7	+0.1	-2.9	Housefurnishings.....	180.4	182.1 _r	187.6	-0.9	-3.8
Sundries.....	163.5	161.5	159.1	+1.2	+2.8	Sundries.....	176.0	174.0 _r	167.9	+1.1	+4.8
Weighted total.....	181.5	181.6	176.4	-0.1	+2.9	Weighted total.....	182.3	183.2 _r	178.5	-0.5	+2.1
Bridgeport						Newark					
Food.....	228.9	232.3	218.2	-1.5	+4.9	Food.....	236.3	235.9 _r	225.9	+0.2	+4.6
Housing.....	116.3	116.2	114.3 _r	+0.1	+1.7	Housing.....	110.9	109.8	106.4	+1.0	+4.2
Clothing.....	146.4	148.1	144.6	-1.1	+1.2	Clothing.....	141.9	145.3 _r	145.9	-2.3	-2.7
Fuel ¹	161.6	162.1 _r	157.3	-0.3	+2.7	Fuel ¹	120.8	123.5	121.7	-2.2	-0.7
Housefurnishings.....	162.7	164.4 _r	169.6	-1.0	-4.1	Housefurnishings.....	199.9	202.0	211.8	-1.0	-5.6
Sundries.....	181.5	180.4	176.4 _r	+0.6	+2.9	Sundries.....	167.4	150.4	149.7	+11.3	+11.8
Weighted total.....	178.7	179.7 _r	173.0 _r	-0.6	+3.3	Weighted total.....	178.4	173.8 _r	169.6	+2.6	+5.2
Dayton						Omaha					
Food.....	233.9	234.6	224.8	-0.3	+4.0	Food.....	258.6	263.5	251.0	-1.9	+3.0
Housing.....	131.2	130.9	127.7	+0.2	+2.7	Housing.....	132.8	132.2	130.5	+0.5	+1.8
Clothing.....	137.3	142.9 _r	146.5	-3.9	-6.3	Clothing.....	150.8	154.8	158.0	-2.6	-4.6
Fuel ¹	144.5	144.7	143.0	-0.1	+1.0	Fuel ¹	134.0	133.9	134.5	+0.1	-0.4
Housefurnishings.....	171.4	178.0 _r	180.4	-3.7	-5.0	Housefurnishings.....	186.6	188.5	196.1	-1.0	-4.3
Sundries.....	172.1	170.2	160.4	+1.1	+7.3	Sundries.....	168.4	160.0	159.0	+5.3	+5.9
Weighted total.....	177.7	178.4 _r	172.6	-0.4	+3.0	Weighted total.....	184.4	183.5	180.1	+0.5	+2.4
Erie						Roanoke					
Food.....	256.1	260.7	250.4	-1.8	+2.3	Food.....	238.4	240.8 _r	231.4	-1.0	+3.0
Housing.....	134.3	134.1	129.3	+0.1	+3.9	Housing.....	156.8	157.0	157.7	-0.1	-0.6
Clothing.....	178.2	180.3 _r	177.6	-1.2	+0.3	Clothing.....	168.7	171.9 _r	178.4	-1.9	-5.4
Fuel ¹	170.2	170.2	166.6	0	+2.2	Fuel ¹	146.6	148.6	143.2	-1.3	+2.4
Housefurnishings.....	170.9	171.1 _r	180.0	-0.1	-5.1	Housefurnishings.....	173.9	178.9 _r	180.8	-2.8	-3.8
Sundries.....	172.8	171.2 _r	168.1	+0.9	+2.8	Sundries.....	162.3	161.0 _r	160.4 _r	+0.8	+1.2
Weighted total.....	192.6	193.8 _r	183.6	-0.6	+2.1	Weighted total.....	183.9	184.9 _r	182.4 _r	-0.5	+0.8
Grand Rapids						Sacramento					
Food.....	242.0	244.6 _r	230.8	-1.1	+4.9	Food.....	243.1	243.0 _r	229.4	a	+6.0
Housing.....	175.3	173.8	161.6	+0.9	+8.5	Housing.....	199.6	200.0	153.7	-0.2	+29.9
Clothing.....	140.6	141.3 _r	154.4	-0.5	-8.9	Clothing.....	171.5	173.6	176.7	-1.2	-2.9
Fuel ¹	157.7	157.6	157.8	+0.1	-0.1	Fuel ¹	84.8	84.8	80.7	0	+5.1
Housefurnishings.....	178.5	179.0 _r	185.9	-0.3	-4.0	Housefurnishings.....	172.4	173.3	183.2	-0.5	-5.9
Sundries.....	174.6	172.3	169.1 _r	+1.3	+3.3	Sundries.....	163.6	162.2	156.8 _r	+0.9	+4.3
Weighted total.....	189.6	189.5 _r	184.2 _r	+0.1	+2.9	Weighted total.....	191.2	191.0 _r	177.6 _r	+0.1	+7.7
Green Bay						Seattle					
Food.....	250.2	254.7	235.0	-1.8	+6.5	Food.....	238.0	240.8	229.1	-1.2	+3.9
Housing.....	139.7	139.7	138.2	0	+1.1	Housing.....	135.2	135.2	134.6	0	+0.4
Clothing.....	166.4	168.5 _r	174.4	-1.2	-4.6	Clothing.....	144.6	145.3	147.2	-0.5	-1.8
Fuel ¹	141.9	141.6	141.1	+0.2	+0.6	Fuel ¹	141.2	141.0	140.4	+0.1	+0.6
Housefurnishings.....	155.9	151.5 _r	157.4	+2.9	-1.0	Housefurnishings.....	179.7	178.5	189.7	+0.7	-5.3
Sundries.....	166.3	163.7	159.5	+1.6	+4.3	Sundries.....	160.7	159.4	158.4 _r	+0.8	+1.5
Weighted total.....	183.6	184.1 _r	178.0	-0.3	+3.1	Weighted total.....	179.1	179.5	176.0 _r	-0.2	+1.8
Houston						Syracuse					
Food.....	235.8	239.1 _r	237.5	-1.4	-0.7	Food.....	239.0	243.3	231.6	-1.8	+3.2
Housing.....	137.7	137.7	137.9	0	-0.1	Housing.....	124.8	124.8	124.5	0	+0.2
Clothing.....	155.2	156.0	156.7	-0.5	-1.0	Clothing.....	158.5	160.9 _r	164.0	-1.5	-3.4
Fuel ¹	81.8	81.8	81.8	0	0	Fuel ¹	160.8	164.1	160.0	-2.0	+0.5
Housefurnishings.....	145.6	147.0	152.0	-1.0	-4.2	Housefurnishings.....	175.9	177.4	175.9	-0.8	0
Sundries.....	167.7	163.0	162.2	+2.9	+3.4	Sundries.....	153.4	151.9 _r	150.6	+1.0	+1.9
Weighted total.....	174.4	173.8 _r	173.5	+0.3	+0.5	Weighted total.....	174.6	176.1 _r	172.2	-0.9	+1.4
Memphis											
Food.....	250.9	254.8	245.0	-1.5	+2.4						
Housing.....	114.2	114.2	114.5	0	-0.3						
Clothing.....	152.2	153.8	156.6	-1.0	-2.8						
Fuel ¹	121.3	121.6	120.8	-0.2	+0.4						
Housefurnishings.....	161.2	162.5	164.8	-0.8	-2.2						
Sundries.....	146.6	144.6	140.1 _r	+1.4	+4.6						
Weighted total.....	169.9	170.6	166.9 _r	-0.4	+1.8						

SOURCE: The Conference Board

¹ Includes Electricity and Gas.

_r Revised.

a Less than 0.1%.

Consumers' Price Indexes for Cities Surveyed Monthly

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Apr. 1952	Mar. 1952	Apr. 1951	Mar. 1952 to Apr. 1952	Apr. 1951 to Apr. 1952		Apr. 1952	Mar. 1952	Apr. 1951	Mar. 1952 to Apr. 1952	Apr. 1951 to Apr. 1952
Birmingham						Indianapolis					
Food.....	231.8	231.5 _r	228.9	+0.1	+1.3	Food.....	244.1	242.8 _r	241.5	+0.5	+1.1
Housing ¹	154.3	153.7 _r	149.6	+0.4	+3.1	Housing ¹	123.1	123.1	121.0	0	+1.7
Clothing.....	152.7	152.2 _r	157.2	+0.3	-2.9	Clothing.....	145.2	145.0 _r	143.4	+0.1	-2.2
Fuel ⁴	131.9	132.0	129.3	-0.1	+2.0	Fuel ⁴	156.9	159.2	157.8	-1.4	-0.6
Housefurnishings.....	172.2	172.2	175.5	0	-1.9	Housefurnishings.....	158.6	158.9	163.5	-0.2	-5.9
Sundries.....	154.0	149.9	146.0	+2.7	+5.5	Sundries.....	175.2	172.6	170.4 _r	+1.5	+2.8
Weighted total.....	176.2	174.6	172.5	+0.9	+2.1	Weighted total.....	180.9	179.9	179.5 _r	+0.6	+0.8
Boston						Los Angeles					
Food.....	222.9	223.7	212.6	-0.4	+4.8	Food.....	238.3	233.2	224.6	+2.2	+6.1
Housing ¹	125.5	125.5	116.1	0	+8.1	Housing ¹	141.4	141.4	133.5	0	+5.9
Clothing.....	138.0	137.6 _r	146.7	+0.3	-5.9	Clothing.....	143.0	143.0 _r	147.4 _r	0	-3.0
Fuel ⁴	170.5	170.5	167.0	0	+2.1	Fuel ⁴	97.7	97.7	97.7	0	0
Housefurnishings.....	159.3	159.7	168.9	-0.3	-5.7	Housefurnishings.....	163.5	163.7 _r	174.2	-0.1	-6.1
Sundries.....	166.0	165.2	163.6 _r	+0.5	+1.5	Sundries.....	171.7	163.5	161.1	+5.0	+6.6
Weighted total.....	175.7	175.7 _r	170.4	0	+3.1	Weighted total.....	179.5	175.3	171.6 _r	+2.4	+4.6
Chicago						New Orleans					
Food.....	247.2	245.1 _r	240.2	+0.9	+2.9	Food.....	244.2	243.4	237.5	+0.3	+2.8
Housing ¹	133.9	132.5	124.3	+1.1	+7.7	Housing ¹	130.8	130.8	121.6	0	+7.6
Clothing.....	148.6	148.7 _r	152.6	-0.1	-2.6	Clothing.....	156.7	157.7 _r	159.1	-0.6	-1.5
Fuel ⁴	117.3	117.9	116.6	-0.5	+0.6	Fuel ⁴	92.5	92.5	91.3	0	+1.3
Housefurnishings.....	161.4	161.4	161.7	0	-0.2	Housefurnishings.....	175.6	175.7	186.9	-0.1	-6.0
Sundries.....	175.0	173.4	168.9	+0.9	+3.6	Sundries.....	148.7	147.8	146.0	+0.6	+1.8
Weighted total.....	183.5	182.1 _r	177.8	+0.8	+3.2	Weighted total.....	180.8	180.4	176.8	+0.2	+2.3
Denver						New York					
Food.....	235.8	234.4	232.3	+0.6	+1.5	Food.....	226.7	222.4 _r	216.7	+1.9	+4.6
Housing ¹	128.2	128.2	128.8	0	-0.5	Housing ¹	106.1	106.1	105.2	0	+0.9
Clothing.....	164.6	164.6 _r	167.3	0	-1.6	Clothing.....	153.6	153.9	154.5 _r	-0.2	-0.6
Fuel ⁴	103.6	103.5	108.2	+0.1	-4.3	Fuel ⁴	134.1	134.3	134.0	-0.1	+0.1
Housefurnishings.....	165.1	165.1	167.0	0	-1.1	Housefurnishings.....	165.4	165.3 _r	173.1	+0.1	-4.4
Sundries.....	159.3	157.6	155.2	+1.1	+2.6	Sundries.....	174.1	173.5	167.1	+0.3	+4.2
Weighted total.....	174.7	173.7 _r	173.1	+0.6	+0.9	Weighted total.....	174.2	172.5 _r	169.0	+1.0	+3.1
Detroit						Philadelphia					
Food.....	247.0	243.2 _r	237.6	+1.6	+4.0	Food.....	223.0	220.7	216.2	+1.0	+3.1
Housing ¹	130.5	130.5	117.4	0	+11.2	Housing ¹	117.7	117.7	111.0	0	+6.0
Clothing.....	150.0	150.0 _r	151.2	0	-0.8	Clothing.....	144.1	143.7 _r	143.1	+0.3	-2.7
Fuel ⁴	159.8	159.5	156.9	+0.2	+1.8	Fuel ⁴	168.7	159.1	157.3	-0.3	+0.9
Housefurnishings.....	169.0	169.6 _r	173.2	-0.4	-2.4	Housefurnishings.....	184.3	184.2	182.0	+0.1	+1.3
Sundries.....	179.2	176.7	173.9	+1.4	+3.0	Sundries.....	166.3	164.7	164.0 _r	+1.0	+1.4
Weighted total.....	184.8	182.9	177.9	+1.0	+3.9	Weighted total.....	176.6	175.4 _r	172.8 _r	+0.7	+2.2

Source: THE CONFERENCE BOARD

¹ Rents surveyed January, April, July, October.

² Rents surveyed February, May, August, November.

³ Rents surveyed March, June, September, December.

⁴ Includes electricity and gas.

_r Revised.

Consumers' Price Index for Ten United States Cities, and Purchasing Value of the Dollar

Index Numbers, January, 1939 = 100

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel ²			House- furnish- ings	Sundries	Purchasing Value of the Dollar
				Total	Men's	Women's	Total	Electricity	Gas			
1951 April.....	173.0	225.3 _a	115.7	152.4	167.6	139.6	132.2	89.8	103.7	172.1	166.0	57.8
May.....	173.6	227.3	115.9	152.3	167.7	139.4	130.2	89.9	103.7	171.7	166.0	57.6
June.....	173.5	227.3 _b	116.0	152.1	168.3	138.5	130.8	89.8	103.7	172.2	165.7	57.6
July.....	174.5	229.3 _c	117.4	152.0	168.2	138.3	131.1	89.8	103.7	172.4	165.8	57.3
August.....	174.8	229.4	117.8	152.0	169.0	137.6	131.6	89.8	103.7	171.3	166.6	57.2
September.....	175.5	230.6 _d	118.4	153.5	170.2	139.4	132.1	89.8	103.7	170.2	166.4	57.0
October.....	176.0	232.1	118.8	153.6	170.8	139.2	132.5	89.8	103.7	169.2	166.3	56.8
November.....	178.2	236.8 _e	119.9	152.7	169.3	138.7	132.7	89.8	103.7	169.7	167.9	56.1
December.....	178.8	236.7 _f	120.3	152.1	168.9	138.0	133.0	89.8	103.7	169.9	170.3	55.9
Annual average.....	174.5	229.3	116.9	152.2	168.3	138.7	131.7	89.8	103.7	170.8	166.3	57.3
1952 January.....	179.0	237.5	120.8	151.2	167.3	137.5	133.1	90.0	103.7	168.6	170.1	55.9
February.....	176.3	230.7 _g	121.0	150.1 _r	166.3 _r	136.5	133.0	90.0	103.7	168.3 _r	169.0	56.7
March.....	176.7	231.0 _h	121.1	149.8 _r	165.7	136.1 _r	133.2	90.0	104.3	167.0 _r	170.1	56.6
April.....	178.3	234.2	121.4	149.7	165.9	136.1	133.0	90.0	104.3	166.9	172.1	56.1
Percentage Changes												
Mar. 1952 to Apr. 1952...	+0.9	+1.4	+0.2	-0.1	-0.1	0	-0.2	0	0	-0.1	+1.2	-0.9
Apr. 1951 to Apr. 1952...	+3.1	+4.0	+4.9	-1.8	-1.0	-2.5	+0.6	+0.2	+0.6	-3.0	+3.7	-2.9

¹ Rents surveyed quarterly in individual cities.

² Includes electricity and gas.

^a Based on food prices for April 16, 1951.

^b Based on food prices for June 14, 1951.

^c Based on food prices for July 16, 1951.

^d Based on food prices for Sept. 17, 1951.

^e Based on food prices for Nov. 14, 1951.

^f Based on food prices for Dec. 12, 1951.

^g Based on food prices for Feb. 13, 1952.

^h Based on food prices for March 12, 1952.

_r Revised.

increases in employment. The index for payrolls (1939=100) rose from 271.6 in 1946 to 432.1 in 1951. The index for employment in 1951, while highest since 1945, was still below the peak levels established in wartime years.

During the early part of this year, payrolls declined slightly, but there was also a noticeable decline reported in the over-all employment of production and related workers.

WAGE SETTLEMENTS

In the 116 wage settlements compiled from the press and checked by THE CONFERENCE BOARD this month, increases of 5 cents and 7 cents an hour were the most frequently granted. In one adjustment, an increase of 17.5 cents an hour was reported. However, this and more than half of the other wage settlements are subject to WSB approval—although approval, very often, is necessary only for fringe benefits. Half of the settlements granted fringe benefits. Longer vacations and additional holidays were included in about one fifth of the settlements. Larger contributions by the company toward insurance benefits were also frequent.

In the textile industry, three contracts were signed with no change in wages. One other company reported a 1-cent decrease due to an escalator clause.

Settlements covering more than 29,000 communication employees were made between telephone companies and either CIO Communications Workers or the unaffiliated telephone workers. Increases ranged from

\$3.50 to \$7 a week for salaried employees. Wage earners were granted an average of approximately 7.5 cents an hour. No fringe benefits were granted. Three department stores in Pittsburgh granted increases of 5 cents an hour, effective as of November last year.

Some significant wage adjustments were:

American Viscose Corporation granted 5 cents an hour to 13,900 CIO Textile Workers in an interstate agreement. In addition to the wage increase, longer vacations, an added holiday, greater sick benefits and double and a half for work on holidays were granted. All have been approved by WSB. The effective date was 12-2-51. Two thousand nonunion salaried employees received the same benefits and wage adjustment.

Minneapolis-Honeywell Regulator Company in Minneapolis granted from 7 cents to 12 cents an hour increases to 6,000 IUE-CIO members, effective 2-15-52. It is subject to WSB approval. In addition, fringe benefits were granted including a new pension plan and a modified vacation plan.

General Mills, Inc. granted increases of 2 cents to 5 cents an hour to AFL Grain Millers and Building Service Employees. Seven locations were affected. All were cost of living increases under GWR 8. Retroactive increases to November in four settlements are subject to WSB approval.

VIRGINIA M. BOSCHEN
THOMAS A. FITZGERALD
Statistical Division

Expatriate Comes Home

(Continued from page 215)

listed is granted after three years of foreign service.

The countries which Company F names as zones for home leave after two years of service are:

South and Central America: Bolivia, Brazil, Canal Zone, Dutch West Indies, Colombia, Costa Rica, Curacao, Ecuador, El Salvador, Guatemala, British Guiana, Netherlands Guiana, French Guiana, Honduras, British Honduras, Nicaragua, Panama, Paraguay, Peru and Venezuela; *Asia:* Azie, Aden, Hadramaut, Hedjaz and Yemen; *Africa:* Anglo-Egyptian Sudan, British Somaliland, Eritrea, Ethiopia and French Somaliland.

Except for West Africa where furloughs are granted after fifteen months, other countries, principally European, entail a three-year-service term before the trip home is allowed by this concern.

Two companies, K and O, reduce the frequency of home-leave time from three to two and one-half years when employees have twenty-year service records.

HOW ABOUT TRAVEL EXPENSES?

There is 100% agreement among the thirty-one co-operators when it comes to paying an employee's expenses home and back again to the job site. All assume responsibility for the financial cost involved.

And what about expenses of the employee's family? Here, too, the agreement is fairly uniform, with twenty-three companies stating they pay all such expenses. Six, however, bear such costs only for the wife and for children under eighteen or twenty-one years of age.

One firm's policy is stated as follows: "Passage and expenses are paid for children until they reach the age of eighteen, or until they marry, go to work or go to college, whichever is first." Occasionally a cooperator defines a child as being under twenty-one years of age.

Two companies, Y and DD, pay expenses for the wife and for two children (or four half-fares for children).

Such expenses include gratuities such as tips, deck chair charges if the trip is by ship, and living expenses at necessary stopover points. However, nine of the

cooperators designate a certain set allowance for such gratuities and state that this sum must not be exceeded.

Here is the explanation given by a company regarding its set allowance for gratuities:

"Regardless of the actual means and route of transportation taken, travel allowances are determined as a percentage of the cost of minimum first- or cabin-class transportation, whichever is applicable, by the most direct route. The allowances for gratuities for steamship travel are paid in accordance with the following scale:

"Employee, wife unaccompanied by employee or unaccompanied child—15% of minimum fare in the class provided.

"Wife accompanied by employee or accompanied child—10% of minimum fare in the class provided.

"For travel by rail, an allowance of \$8 per day per person is granted to pay for meals and tips on domestic railroads; an expense account for reasonable expense is allowed for travel on foreign railroads."

LOCAL VACATIONS

In addition to home leaves every two or three years, the expatriate is allowed local vacation time. This is a vacation in the country where the employee is stationed or whatever travel he may want to undertake at his own expense.

Eleven cooperators grant local vacations of ten days' or two weeks' duration. Six state that the length of such vacations is determined by the law of the land in which the employee is stationed. One company gives a three- or four-week local holiday, and four graduate the time-off period with service. Some miscellaneous practices link together local vacation and home-leave periods: a certain amount of vacation time per year is allowed and the employee decides how much of it he will save for his home leave.

Exemplifying this custom is Company I which allows foreign service employees one week vacation in addition to the regular domestic allowance. The limit is three weeks. Local vacation and home leave are both dependent on this allotted time. But the employee is allowed to accumulate only six weeks of home-leave time. Therefore, a person entitled to three weeks annually may use one week each year for a local vacation and accumulate six weeks for the end of his three-year stint in foreign service.

Company E reports that its expatriates in Venezuela may take a maximum local leave of fifteen calendar days in the year in which they do not go on home leave. But such local leave is deducted from the home leave allowance of fifty-six calendar days which is granted every two years. This firm's foreign service employees in Brazil, South Africa, Belgium and Portugal are, however, granted two weeks' local leave in the years that U.S. leave is not given, and these local vacations are in addition to the home leave of three months every three years. Companies G, H and Q also follow this custom.

Generally, there are no restrictions on these local vacations except that the majority of companies require they be taken in the year granted and refuse to allow them to be accrued. Company Q, for instance, reports that of the four weeks' total vacation allowed each year, two may be accrued for home leave but two must be taken in that year.

This is how one company expresses the importance of taking local vacations:

"The company considers that annual vacation for United States foreign service employees contributes to the employee's health and effectiveness, and local management is urged to see that all eligible employees take their local vacation. Local vacations may not be deferred and added to home leaves."

Another company places a restriction on these vacations by stating they must be taken in the country where the employee is stationed, unless special permission is granted to do otherwise.

In one case (Company C) the salary schedule provides the basis for determining vacation time. Employees receiving under a certain sum per month are granted two weeks' local vacation. Persons receiving over that amount are allowed two weeks until they have over five years of service, when they get three weeks' vacation.

A COMPARISON WITH DOMESTIC VACATION PRACTICES

There is little similarity between domestic vacation policies and those for personnel in foreign lands. The vacation time is greater for those living out of the United States.

Fifteen companies report that their domestic vacation policy is two weeks each year with another week or two offered for increasing years of service. Seven have the same plan except that they begin by offering one week after six months of service.

THE RULES AS DEFINED BY ONE COMPANY

Reproduced below are excerpts from a company's policy manual which relate to travel expenses and vacation-allowance practices for personnel on foreign assignment. This company has fifty persons employed in foreign countries.

Transportation and Related Expenses:

"The company will be responsible for the following expenses in accordance with terms of travel orders.

"1. Transportation to point or points authorized and return to headquarters.

"2. Baggage—actual transportation expense, including reasonable amount of excess baggage as dictated by nature of trip.

"3. Accident insurance—each employee will be covered with full accident insurance in the amount of \$25,000 ef-

Practices of Individual Companies on Vacation Regulations for Expatriates

Company	Number of Employees in Foreign Service	Length of Home Leave	Travel Time	Frequency of Home Leave	Travel Expenses for Employee	Travel Expenses for Employee's Family	Gratuities in Travel	Local Vacation During Nonhome Leave Years	Vacation Allowance for Domestic Service
A	Between 100 and 500	For less than 5 years of service, 1½ days per month accrued to maximum of 30 days. After 5 years, accrual to maximum of 60 days	Additional	Every 2 years except in isolated locations where it is given annually	Paid	Paid	Paid	10 days	5/6 of a day per month to 30 day maximum for less than 5 years of service. After 5 years, 60 days may be accrued
B	Between 100 and 500	Varies from 2 to 6 months, depending on area of assignment	Included	2 or 3 years, depending upon climatic conditions	Paid	Paid	Paid	In accordance with local laws	2 weeks—1 year; 3 weeks—15 years
C	Not given	1 calendar day for each month of foreign service	Additional	After 30 months and before 36 months	Paid	Paid	Paid	Two weeks for one salary range; an extra week is added after 5 years of service for higher salary range	Not indicated
D	Less than 50	2 weeks. After 15 years of service, 3 weeks	Additional	3 years in temperate climates; 2 years in tropics	Paid	Paid	Paid	Same as home leave period unless governed by local laws	2 weeks—1 year; 3 weeks—15 years (salaried)
E	Between 100 and 500	56 calendar days in Venezuela; 3 months in Brazil, S. Africa, Belgium and Portugal	Additional	Every 2 years in Venezuela. Every 3 years elsewhere	Paid	Paid for wife and children under 18 years	Paid	15 calendar days deductible from home leave for employees in Venezuela. Elsewhere, 2 weeks in addition to home leave	1 week—6 months; 2 weeks—10 months; 3 weeks—15 years; 4 weeks—25 years
F	Between 50 and 100	21 calendar days for each year of foreign service except in West Africa where it is 2 months for each year. (Increases with 15 years of service.)	Additional	15 months in West Africa; 2 or 3 years elsewhere	Paid	Paid for wife and children under 21 years	Paid	2 weeks	2 weeks—1 year; 3 weeks—15 years; 4 weeks—25 years
G	Between 100 and 500	30 calendar days per year in all areas except West Africa, Belgian Congo and Angola where it is 60 calendar days for each year	Additional	18 months in West Africa, Belgian Congo and Angola. 3 years in Argentina; 2 years elsewhere	Paid	Paid for wife and children under 18 years	Set allowance specified	Deducted from annual vacation allowance	2 weeks—1 year; 3 weeks—15 years; 4 weeks—25 years
H	3500	60 calendar days	Additional	3 years	Paid	Paid	Paid	Same as domestic practice but may take longer and deduct time from home leave period	2 weeks—1 year; 3 weeks—10 years

Practices of Individual Companies on Vacation Regulations for Expatriates—Continued

Company	Number of Employees in Foreign Service	Length of Home Leave	Travel Time	Frequency of Home Leave	Travel Expenses for Employee	Travel Expenses for Employer's Family	Gratuities in Travel	Local Vacation During Nonhome-Leave Years	Vacation Allowance for Domestic Service
I	Less than 50	1 extra week annually in excess of domestic vacation to limit of 3 weeks annually. 6 weeks may be accumulated in 3-year period to use as home leave	Not stated	3 years	Paid	Paid	Paid	Deducted from annual vacation allowance	1 week—6 months; 2 weeks—1 year; 3 weeks—15 years
J	Over 2500	50 days after first 2 years of service; 72 days after subsequent periods of service	Additional	2 years	Paid	Paid	Set allowance specified	2 weeks	2 weeks—1 year; 3 weeks—15 years; additional time for increased service
K	Between 100 and 500	5 months in temperate areas; 6 months in tropics	Included	3 years which reduces to 2½ years with 20 years' service	Paid	Paid	Set allowance specified	2 weeks	2 weeks—1 year; 3 weeks—15 years; 4 weeks—25 years
L	Not given	1¼ day for each month of foreign service	Additional	3 years in some areas; 2 years in others	Paid	Paid	Set allowance specified	In accordance with local laws	Not indicated
M	Not given (all are in Asia)	6 months	Included	3½ years	Paid	Paid	Paid	2 weeks	2 weeks—1 year; 3 weeks—15 years
N	Between 50 and 100 (all are in Venezuela)	15 working days as authorized under Venezuelan law plus 30 calendar days	Included	2 years	Paid	Paid	Set allowance specified	15 working days	1 week—6 months; 2 weeks—1 year; 3 weeks—5 years
O	Between 100 and 500	6 months in some areas such as Ceylon, India, Malaya, etc. 5 months in China, Japan and Korea 3 months in other areas	Included Included Additional	3 years which reduce to 2½ years with 20 years of service	Paid	Paid for wife and children (under 18 or until married, working or in college)	Set allowance specified	In accordance with local laws	2 weeks—1 year; 3 weeks—15 years; 4 weeks—25 years
P	Less than 50	1 month per year of service abroad	Included	3 years in Singapore; 2 years elsewhere	Paid	Paid	Set allowance specified	2 weeks	2 weeks—1 year; 3 weeks—15 years
Q	Between 100 and 500	4 weeks plus unused vacation credit. (4 weeks are allowed annually and 2 must be used as local vacation)	Additional	3 years	Paid	Paid	Paid	At least 2 weeks of the annual 4 week vacation credit must be used	2 weeks—1 year; 3 weeks—10 years; 4 weeks—20 years
R	Not given	3 months	Additional	3 years	Paid	Paid	Paid	2 weeks	Not indicated
S	Less than 50	8 weeks	Additional 2 weeks	3 years	Paid	Paid	Paid	2 weeks	Not indicated
T	Less than 50	4 weeks	Additional	Every other year	Paid	Paid	Paid	2 or 3 weeks	2 weeks—1 year; 3 weeks—10 years

Practices of Individual Companies on Vacation Regulations for Expatriates—Continued

Company	Number of Employees in Foreign Service	Length of Home Leave	Travel Time	Frequency of Home Leave	Travel Expenses Employee	Travel Expenses for Employee's Family	Gratuities in Travel	Local Vacation During Nonhome-Leave Years	Vacation Allowance for Domestic Service
U	Less than 50	4 weeks	Additional	3 years	Paid	Paid	Paid	2 weeks. After 15 years service, 3 weeks	2 weeks—1 year; 3 weeks—15 years
V	Between 50 and 100	1 month for each year of foreign service	Additional	Men, 3 years; Women, 2 years	Paid	Paid for wife and children under 18	Set allowance specified	2 weeks	Not indicated
W	Between 100 and 500	6 weeks	Additional	3 years	Paid	Paid	Paid	2 weeks plus any additional time required by local laws	1 week—6 months; 2 weeks—1 year; 3 weeks—15 years
X	Less than 50	2 months	Additional	2 years	Paid	Paid	Paid	3 to 4 weeks	1 week—6 months; 2 weeks—1 year; 3 weeks—5 years; 4 weeks—15 years
Y	Less than 50	2 weeks for each year abroad	Additional	3 years except in tropics	Paid	Paid for wife and 2 children	Paid	In accordance with local laws	2 weeks—1 year; 3 weeks—15 years
Z	Not given	2 weeks for each year of continuous foreign service	Additional	3 years	Paid	Paid	Paid	2 weeks	2 weeks—1 year; 3 weeks—10 years
AA	Less than 50	42 days	Additional	2 years	Paid	Paid	Set allowance specified	15 working days	1 week—1 year; 2 weeks—2 years; 3 weeks—15 years; 4 weeks—25 years
BB	Less than 50	1 month for each year abroad provided time away was for 2 or more consecutive years. (Subject to qualification depending on assignment.)	Additional	No definite policy	Paid	Generally paid	Paid	2 weeks	1 week—6 months; 2 weeks—1 year; 3 weeks—10 years
CC	Between 100 and 500	1 month for each year of foreign service	Additional	2 years in tropics; 3 years elsewhere	Paid	Paid	Paid	Local plant regulations prevail	Exempt employees with 5 years' service and nonexempt employees with 15 years' service receive 3 weeks' vacation with pay
DD	Less than 50	3 months	Additional	3 years	Paid	Paid for wife and 2 children	Paid	2 weeks or more	Not indicated
EE	Less than 50	1 month	Additional	3 years	Paid	Paid for wife and children under 21 years	Paid	In accordance with local laws	1 week—6 months; 2 weeks—1 year; 3 weeks—15 years

fective upon departure from the United States and until return to the United States.

"Wife of employee, when authorized to travel with him, will be covered with the same type of insurance in the amount of \$10,000.

"Dependent children of an employee, when authorized to accompany parents, will be insured in the amount of \$5,000 each.

"This policy includes a medical expense clause in the amount of \$1,000 for the employee and corresponding lesser amounts for wife and children.

"4. Baggage insurance provided and assumed by company of employee and members of his immediate family authorized to accompany him. The amount of coverage is \$1,000 per person.

"5. Jewelry, watches, articles consisting in full or in part of silver, gold or platinum, furs or articles trimmed with or consisting principally of fur, must be specifically declared, and the coverage provided is limited to 10% of the principal amount or \$100 per person."

Gratuities on Steamers:

"Inasmuch as steamship fares have increased considerably since the war, the prewar gratuity rate of 10% of fare no longer applies.

"Gratuities should not be a fixed percentage of the fare. The traveler is expected to relate gratuities to the services actually received, and limit them to a reasonable amount."

Home Leave:

"An employee returning to the United States on home leave is entitled to travel expenses by the most direct and shortest customary route for himself and his immediate family in accordance with terms of travel order.

"An employee returning to the United States on home leave by other than the most direct and shortest customary route will be reimbursed by the company for only the amount which would have normally been expended for transportation had such route been taken.

"Travel expenses of an employee and his immediate family within the continental limits of the United States while on home leave are not assumed by the company after arrival in New York. However, if, during the period of such home leave, properly authorized visits are made within the United States, travel and living expenses so incurred by an employee but not in respect to his immediate family will be borne by the company."

Hotel Accommodations in New York:

"The company arranges for suitable hotel accommodations for employees and their immediate families:

"a. Prior to leaving for field assignment

"b. On home leave

"c. Returning from permanent field assignment

"In case an employee desires more elaborate or luxurious accommodations than those ordinarily provided by the company, the additional cost thereof shall be borne by the employee."

Home Leave Living Expenses:

"1. Living expenses will be assumed by the company for time required at general office for business discussions

and reorientation, plus one week prior to departure for permanent headquarters.

"2. The company does not assume living expenses for any vacation period while on home leave.

"3. It is not the policy of the company to pay the rental costs of employee on home leave for quarters abroad unoccupied by such employee while on home leave, or to pay lease cancellation charges during such period."

Passport Expenses:

"The company assumes all expenses in connection with the original issuance and subsequent renewals of passports of employee traveling abroad on company business, and of members of his immediate family authorized to accompany him.

"The company also assumes the cost of visas for countries of assignment, transit or visited under company instructions."

Photographs:

"Expenses in connection with photographs of employee that may be required under company policy are paid by the company.

"If a photograph of a field employee on temporary or permanent assignment is required by the general office, the expense therefor will be allowable."

Time of Home Leave:

"Conditions permitting, a home leave will be granted every three years to general office personnel on overseas assignment.

"All arrangements for home leave are to be approved by the regional director.

"The total period of home leave shall consist of the following parts:

"1. Travel time from overseas headquarters to general office and return.

"2. Vacation—Qualified employees in all locations shall be given a maximum vacation of one month.

"3. Business discussions—Returning employees shall devote necessary time for business discussions at general office subject to instructions of regional director.

"4. Reorientation will be patterned to fit the particular needs of the employee with due consideration given to the respective overseas market and recent changes in United States practices. The reorientation plan will be discussed and time arranged by the regional director upon employee's arrival in general office.

"Total home leave, including 1 to 4 above, shall not exceed a period of three months, unless additional time is required for the employee in the states on company business, which shall be decided upon by the regional director.

"Home leaves are not cumulative. They do not replace annual vacations. General office personnel on overseas assignments who enjoy the privilege of home leave are entitled to annual vacations in their territory in accordance with local customs, except during calendar year of major portion of home leave. Annual vacations, whether in the United States or abroad, are not cumulative.

"The immediate family of an employee is entitled to accompany him on home leave."

DORIS M. THOMPSON
Division of Personnel Administration

Significant Labor Statistics

Item	Unit	1952				1951				Year Ago	Percentage Change	
		Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Latest Month over Previous Month		Latest Month over Year Ago	
Consumers' Price Index ¹												
All items.....	Jan. 1939=100	179.9	r 178.1	177.7	180.3	180.2	179.7	177.6	174.6	+1.0	+3.0	
Food.....	Jan. 1939=100	237.8	h 234.4	r 233.9	r 240.3	d 239.5	c 239.8	235.0	228.7	+1.5	+4.0	
Housing.....	Jan. 1939=100	124.7	124.4	124.4	124.4	124.0	123.8	122.7	119.8	+0.2	+4.1	
Clothing.....	Jan. 1939=100	152.1	r 152.3	r 152.7	153.7	154.6	155.1	156.3	155.1	-0.1	-1.9	
Men's.....	Jan. 1939=100	169.7	r 169.9	r 170.2	171.2	172.7	173.2	175.0	171.9	-0.1	-1.3	
Women's.....	Jan. 1939=100	137.3	r 137.5	137.9	138.8	139.2	139.8	140.6	140.9	-0.1	-2.6	
Fuels.....	Jan. 1939=100	135.6	135.9	135.8	135.9	135.8	135.5	135.1	134.7	-0.2	+0.7	
Electricity.....	Jan. 1939=100	91.1	91.1	91.1	91.2	91.0	90.8	90.9	90.9	0	+0.2	
Gas.....	Jan. 1939=100	102.6	102.6	r 102.1	r 102.1	102.0	102.0	101.7	101.0	0	+1.6	
Housefurnishings.....	Jan. 1939=100	167.6	r 167.6	168.7	169.1	r 170.6	r 170.4	169.8	173.1	0	-3.2	
Sundries.....	Jan. 1939=100	170.3	168.1	166.9	168.1	168.5	166.5	164.9	163.7	+1.3	+4.0	
Purchasing value of the dollar.....	Jan. 1939 dollars	55.6	56.1	56.3	55.5	55.5	55.6	56.3	57.3	-0.9	-3.0	
All items (BLS).....	1935-1939=100	a 189.6	a 188.4	a 188.3	a 190.2	a 190.0	a 189.3	a 187.8	a 184.5	+0.6	+2.8	
Employment Status ²												
Civilian labor force.....	thousands	61,744	61,518	61,838	61,780	62,688	63,164	63,452	61,789	+0.4	-0.1	
Employed.....	thousands	60,132	59,714	59,752	59,726	61,014	61,336	61,836	60,044	+0.7	+0.1	
Agriculture.....	thousands	6,412	6,012	6,064	6,186	6,378	7,022	7,668	6,645	+6.7	-3.5	
Nonagricultural industries.....	thousands	53,720	53,702	53,688	53,540	54,636	54,314	54,168	53,400	g	+0.6	
Unemployed.....	thousands	1,612	1,804	2,086	2,054	1,674	1,828	1,616	1,744	-10.6	-7.6	
Wage Earners ³												
Employees in nonagricultural establishments.....	thousands	p 46,246	r 45,964	r 45,891	r 45,913	r 47,663	46,852	46,902	45,998	+0.6	+0.5	
Manufacturing.....	thousands	p 15,754	r 15,836	r 15,849	15,776	r 15,913	15,890	15,965	15,955	-0.5	-1.3	
Mining.....	thousands	p 899	r 899	r 903	909	r 916	917	911	911	0	-1.3	
Construction.....	thousands	p 2,418	r 2,303	r 2,310	2,316	r 2,518	2,633	2,761	2,471	+5.0	-2.1	
Transportation and public utilities.....	thousands	p 4,116	r 4,116	r 4,108	4,103	r 4,161	4,165	4,166	4,132	0	-0.4	
Trade.....	thousands	p 9,809	r 9,664	r 9,646	9,720	10,660	10,109	9,893	9,927	+1.5	+1.9	
Finance.....	thousands	p 1,949	r 1,936	1,919	r 1,909	1,912	1,907	1,898	1,865	+0.7	+4.5	
Service.....	thousands	p 4,750	r 4,682	r 4,666	4,671	4,702	4,734	4,770	4,745	+1.5	+0.1	
Government.....	thousands	p 6,551	6,528	6,490	6,509	r 6,881	6,497	6,532	6,292	+0.4	+4.1	
Production and related workers in manuf'g												
Employment.....												
All manufacturing.....	thousands	p 12,696	r 12,791	r 12,808	r 12,766	12,911	12,904	12,997	13,108	-0.7	-3.1	
Durable.....	thousands	p 7,296	r 7,292	r 7,294	r 7,264	7,322	7,314	7,296	7,445	+0.1	-2.0	
Nondurable.....	thousands	p 5,400	r 5,499	r 5,514	r 5,502	5,589	5,590	5,701	5,663	-1.8	-4.6	
Average weekly hours.....												
All manufacturing.....	number	p 40.0	r 40.6	r 40.7	40.8	41.2	40.5	40.5	41.0	-1.5	-2.4	
Durable.....	number	p 41.1	r 41.6	r 41.7	41.8	42.2	41.5	41.7	42.0	-1.2	-2.1	
Nondurable.....	number	p 38.5	r 39.3	r 39.4	39.5	39.9	39.2	38.9	39.7	-2.0	-3.0	
Average hourly earnings.....												
All manufacturing.....	dollars	p 1.656	r 1.655	r 1.644	1.640	1.636	1.626	1.615	1.578	+0.1	+4.9	
Durable.....	dollars	p 1.748	r 1.744	r 1.731	1.726	1.723	1.712	1.705	1.659	+0.2	+5.4	
Nondurable.....	dollars	p 1.525	r 1.529	1.522	1.520	1.515	1.507	1.491	1.465	-0.3	+4.1	
Average weekly earnings.....												
All manufacturing.....	dollars	p 66.24	r 67.19	r 66.91	r 66.91	67.40	65.85	65.41	64.70	-1.4	+2.4	
Durable.....	dollars	p 71.84	r 72.55	r 72.18	72.15	72.71	71.05	71.10	69.68	-1.0	+3.1	
Nondurable.....	dollars	p 58.71	r 60.09	r 59.97	60.04	60.45	59.07	58.00	58.16	-2.3	+0.9	
Straight time hourly earnings.....												
All manufacturing.....	dollars	e 1.611	r 1.596	r 1.584	r 1.579	1.571	1.569	1.557	1.518	+0.9	+6.1	
Durable.....	dollars	e 1.685	r 1.672	r 1.659	1.653	1.644	1.644	1.635	1.587	+0.8	+6.2	
Nondurable.....	dollars	e 1.498	r 1.488	r 1.480	1.476	1.468	1.465	1.450	1.422	+0.7	+5.3	
Turnover rates in manufacturing ³												
Separations.....	per 100 employees	p 4.2	r 3.7	3.9	4.0	3.5	4.3	4.7	4.6	+13.5	-8.7	
Quits.....	per 100 employees	p 2.3	2.0	1.9	1.9	1.4	1.9	2.5	2.7	+15.0	-14.8	
Discharges.....	per 100 employees	p 0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0	-25.0	
Layoffs.....	per 100 employees	p 1.3	r 1.1	1.3	1.4	1.5	1.7	1.4	1.0	+18.2	+30.0	
Accessions.....	per 100 employees	p 3.8	r 3.9	3.9	4.4	3.0	3.9	4.4	4.5	-2.6	-15.6	

¹ NATIONAL INDUSTRIAL CONFERENCE BOARD

² Bureau of the Census

³ Bureau of Labor Statistics

a Adjusted indexes:

Oct., 187.4; Nov., 188.6; Dec., 189.1; Jan., 189.1;

Feb., 187.9; Mar., 188.0; Apr., 188.7;

Year ago, 184.6

e Based on food prices for Nov. 14, 1951

d Based on food prices for Dec. 12, 1951

e Estimated

f Based on food prices for Feb. 13, 1952

g Less than 0.05

h Based on food prices for Mar. 12, 1952

p Preliminary

r Revised

Wage Adjustments Announced Prior to May 15, 1952

Company	Type of Worker ^a	Increase			Remarks
		Amount	Date Effective	Number Affected	
<i>Chemicals and Allied Products</i>					
Air Reduction Sales Company Milwaukee, Wis.	WE	\$.09 hr.	9-18-51	28	The wage adjustment is subject to WSB approval. Date of settlement was 2-25-52. Wage reopening 60 days prior to 9-18-52. (United Gas, Coke and Chemical Workers, CIO)
American Cyanamid Company Bound Brook, N. J.	WE	\$.06 hr.	2-11-52	2,400	Date of settlement, 2-19-52. Two year contract with 6 month reopeners. (Int'l Chemical Workers Union, AFL)
Damascus, Va.	WE	\$.04 hr.	3-3-52	22	Wage reopening 9-3-52. (UMW, ind.)
Michigan City, Ind.	WE	\$.04 hr.	2-26-52	50	Wage reopening on or after 9-25-52. (Int'l Chemical Workers Union, AFL)
American Dyewood Company Belleville, N. J.	WE	\$.07 hr.	3-1-52	55	Increase due to a wage reopening of a contract dated 3-1-51. Previous average hourly rate was \$1.46, effective 3-1-51. Wage reopening 3-1-53. (United Construction Workers, UMW, ind.)
American Viscose Corp. Interstate	WE	\$.05 hr.	12-2-51	13,900	Three weeks' vacation after 15 years, double and a half time for all hours worked on holidays. Increased weekly sick benefits to a \$30 maximum. Easter Monday replacing Easter Sunday as one of the six holidays. Wage increase and fringe benefits have been approved by WSB. Date of settlement was 11-30-51. Wage reopening 6-52. (Textile Workers Union, CIO)
	S	\$.05 hr.	12-2-51	2,375	Same benefits as above. SSB approval not yet received for the 5¢ increase. (No union)
Boyle-Midway Inc. Chicago, Ill.	WE	\$.10 hr.	1-1-52	215	In addition some inequities adjusted which average less than 1¢ an hour of the increase. Part of the across-the-board increase and all the inequities adjustments are subject to WSB approval. Wage reopening 1-1-53. (United Gas, Coke and Chemical Workers, CIO)
Emery Industries, Inc. St. Bernard, Ohio	WE	6%	2-4-52	212	Previous average hourly rate was \$1.56. Three weeks' vacation after 20 years' service is subject to WSB approval; 4.18% of the wage increase is under GWR #8, the balance is dependent upon WSB approval. Wage reopening 2-1-53. (United Construction Workers, Dist. 50, UMW, ind.)
	S	6%	2-16-52	375	Of the increase 4.18% is under GWR 8, the balance is subject to WSB approval. (No union)
Keith-Victor Pharmacal Company ... St. Louis, Mo.	WE	\$.14 hr.	12-1-51	20 approx.	An additional week of vacation after 10 years granted. The date of settlement was late January. Wage reopening prior to 12-1-52. (United Gas, Coke and Chemical Workers, CIO)
	S	see remarks	12-1-51	5 approx.	Proportionate increase granted to salaried employees. Same benefit as above. (No union)
Lehn & Fink Products Corp. Bloomfield, N. J.	WE	\$.125 hr.	2-4-52	237	The wage adjustment was allowable under GWR 6 and 8. Future reopening on cost of living adjustments on 9-4-52. (United Gas, Coke and Chemical Workers, CIO)
Reilly Tar & Chemical Corp. Chicago, Ill.	WE	\$.08 hr.	12-1-51	60	Date of settlement was 1-26-52. Previous wage adjustment was 12-1-50. Liberalized vacation plan. Time and a half for work performed on first scheduled day off in work week, double time for second. Provisions made for shift changes. Wage reopening 12-1-52. (United Gas, Coke and Chemical Workers, CIO)
	S	\$3.85 wk.	3-3-52	13	No union stated.
Rubber Corp. of America Brooklyn, N. Y.	WE	\$.03 hr.	2-11-52	70	Cost of living increase. (Playthings, Jewelry and Novelty Workers Int'l Union, CIO)
Shawinigan Resins Corp. Springfield, Mass.	WE	\$.16 hr.	2-1-52	n.a.	Date of settlement 3-4-52. WSB approval has been received. Of the increase 5¢ granted on base rate, 1¢ for shift premium and 10¢, cost of living recovery. Contract expires 5-1-54 with a wage reopening 60 days' prior to termination. (Int'l Chemical Workers Union, AFL)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Workers ^a	Increase			Remarks
		Amount	Date Effective	Number Affected	
Victor Chemical Company Tarpon Springs, Fla.	WE	\$1.15 hr.	1-1-52	120	The wage increase is subject to WSB approval. Previous average hourly rate was \$1.43, effective 12-10-50. Shift differential increased from 4¢ and 6¢ to 5¢ and 10¢. Two weeks' vacation after 3 years granted. Date of settlement was 1-28-52. Wage reopening 1-1-53. (Int'l Chemical Workers Union, AFL)
Whitehall Pharmacal Company Elkhart, Ind.	WE	\$1.10 hr. average	8-13-51	400	Increases ranged from 7¢ an hour to 15¢ an hour. The adjustment has been approved by WSB. Wage reopening 9-15-52. (United Gas, Coke and Chemical Workers, CIO)
<i>Clubs and Restaurants</i>					
Affiliated Restaurateurs, Inc. New York, N. Y.	WE	\$1.075 hr.	12-1-51	240	Date of settlement was 1-16-52. Previous increase was effective 12-1-50. Wage reopening on expiration date of contract, 12-1-52. (Office Employees, Int'l Union, AFL)
The Wall Street Club, Inc. New York, N. Y.	WE	\$1.06 to \$1.08 hr.	12-1-51	84	Date of settlement was 2-28-52. Medical and surgical insurance transferred to the Health Insurance Plan of Greater N. Y. Wage reopening 12-1-52. (Hotel and Restaurant Employees and Bartenders Int'l Union, AFL)
	S	\$1.075 hr.	12-1-51	6	Same insurance alteration as above. (No union)
<i>Communications</i>					
Athens Telephone Company Athens, Ohio	WE	\$1.0706 hr.	1-1-52	51	Previous wage adjustment was effective 1-1-51. The present increase is subject to WSB approval. Wage reopening 12-31-52. (Communications Workers, CIO)
Bell Telephone Laboratories, Inc. Interstate	S	\$5.20 wk.	4-21-52	1,275	Approximately 60¢ of the increase is subject to WSB approval. One year contract, no reopenings. Previous average rate was \$65.24 a week, effective 12-50, date of last general increase. (Communications Workers, CIO)
Kentucky Telephone Corp. Ashland, Ky.	WE	\$1.0845 hr. average	1-1-52	300	Date of settlement was 2-8-52. Previous wage ranges were in the plant department, 80¢ an hour to \$1.75, and in the commercial and traffic department, 75¢ an hour to \$1.075, effective 9-17-50. Present rates are 87.5¢ to \$1.875 an hour in plant department and 82.5¢ to \$1.175 an hour in commercial and traffic departments. Contract expires 9-17-52. (Communications Workers, CIO)
Michigan Bell Telephone Company .. Detroit, Mich.	S	\$4 to \$7 wk.	4-11-52	6,586	Plant department employees. Previous average weekly rate was \$72.48, effective 2-1-52. A portion of increase is subject to WSB approval. Wage reopening, 4-11-53. (Communications Workers, CIO)
	S	\$4 to \$5 wk.	4-11-52	8,603	Traffic department. Average weekly rate was \$48.94, effective 2-1-52. A portion is subject to WSB approval. Wage reopening 4-11-53. (Communications Workers, CIO)
	S	\$4 wk.	4-11-52	1,241	Accounting department. Previous average weekly rate was \$50.23, effective 2-1-52. It is in part subject to WSB approval. Wage reopening 4-11-53. (Communications Workers, CIO)
New Jersey Bell Telephone Company Newark, N. J.	S	\$3.50 to \$6.50 wk.	3-23-52	4,928	Increase depends upon employee's job and current wage rate. Previous adjustment, effective 9-24-50. A few wage schedules shortened, generally by 6 months. Contract expires 3-23-53. (Plant and Engineering Depts., Telephone Workers Union of New Jersey, ind.)
	S	\$3.50 to \$4.50 wk.	3-23-52	2,076	Wage adjustment is subject to WSB approval. Amount of increase depends upon employee's current job and wage rate. Previous increase, effective 9-24-50. Contract expires 3-27-53. (Accounting and Gen'l Depts., Telephone Workers Union of New Jersey, ind.)
New York Telephone Company Upstate New York	S	\$3.50 to \$6.50 wk.	4-3-52	4,700	Previous adjustment was effective 10-3-50. Earliest wage reopening 4-30-53. No escalator clause in the contract. (Plant Dept., Empire State Telephone Union, ind.)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ^a	Increase			Remarks
		Amount	Date Effective	Number Affected	
<i>Electrical Machinery, Equipment and Supplies</i>					
Allis Chalmers Manufacturing Co. . . Interstate	WE	\$0.02 hr.	3-3-52	n.a.	Cost of living adjustment in accordance with an escalator clause covering all union and nonunion employees.
	S	\$0.02 hr.	3-3-52	n.a.	(No union)
American Bosch Corp. Springfield, Mass.	WE	\$0.04 hr.	3-3-52	2,900	The increase is subject to WSB approval. Previous average hourly wage rate was \$1.86, effective 1-15-52. Wage reopening 6-52. No escalator clause in the contract. (IUE, CIO)
	S	\$0.04 hr.	3-3-52	175	The adjustment is subject to WSB approval. Wage reopening 6-52. (IUE, CIO)
Auto Lite Battery Corp. Oakland, Calif.	WE	\$0.04 hr.	6-1-51	11	Annual improvement factor approved by WSB 4-2-52. Improved vacation plan providing pay on percentage of year's earnings was granted. Reduction of \$2.30 in employee contribution toward insurance program, and a weekly increase of \$2 for sickness and accident benefits. Date of settlement was 9-27-51. Wage reopening 8-1-55 but provisions made for cost of living adjustments. (Int'l Longshoremen and Warehousemen's Union, ind.)
Minneapolis-Honeywell Regulator Co. Minneapolis, Minn.	WE	\$0.085 hr. average	2-15-52	6,000 approx.	Increase ranged from 7¢ an hour to 12¢. New pension plan, modified vacation pay plan, free parking where space is avail- able and 8 hours' report-in pay granted. The wage adjustment is subject to WSB approval. Previous increase was effective 7-31-51. Wage reopening 2-15-53. (IUE, CIO)
<i>Fabricated Metal Products</i>					
The Peck, Stowe & Wilcox Company . . Southington, Conn.	WE	\$0.06 hr.	3-10-52	500	Previous average hourly rate was \$1.59. Additional holiday, Good Friday, granted and was approved by WSB. Wage reopening in 9 months. No escalator clause. (UAW, AFL)
	S	\$0.06 hr.	3-10-52	100	Same benefit as above. (No union)
<i>Food and Kindred Products</i>					
Ed. Delorage Baking Company, Inc. . . Biddeford, Me.	WE	\$0.05 hr.	2-8-52	54	Wage adjustment is subject to WSB approval. Previous increase, effective 1-25-51. First 7 days' sick leave to be paid when they qualify for insurance benefits at the same rate. Wage reopening 2-8-53. No escalator clause in the contract. (Textile Workers Union, CIO)
	S	\$2 wk.	2-8-52	5	Increase subject to WSB approval. Same benefits as above. (Tex- tile Workers Union, CIO)
General Mills, Inc. Amarillo, Tex. Flour Mill	WE	\$0.05 hr.	2-17-52	57	Retroactivity of 5¢ increase from 2-17-52 to 11-1-51 needs WSB approval. Balance is under GWR 8, revised. (Amer. Fed. of Grain Millers, AFL)
Belmond, Iowa Chemical Div.	WE	\$0.05 hr.	3-3-52	105	Granted under GWR 8, revised. (Amer. Fed. of Grain Millers, AFL)
El Reno, Okla. Flour Mill	WE	\$0.05 hr.	2-17-52	37	Retroactivity of 5¢ increase from 2-17-52 to 11-1-51 needs WSB approval. Balance is under GWR 8, revised. (Amer. Fed. of Grain Millers, AFL)
Minneapolis, Minn. Research Div.	WE	\$0.045 hr.	4-1-52	23	Granted under GWR 8, revised. (Building Service Employees' Int'l Union, AFL)
Ogden, Utah Flour Mills	WE	\$0.02 hr.	3-3-52	105	Increase is under GWR 8, revised. (Amer. Fed. of Grain Millers, AFL)
Oklahoma City, Okla. Flour Mill	WE	\$0.05 hr.	2-17-52	96	Granted under GWR 8, revised. Retroactivity of the 5¢ increase from 2-17-52 to 11-1-51 needs WSB approval. (Amer. Fed. of Grain Millers, AFL)
Wichita Falls, Tex. Flour Mill	WE	\$0.05 hr.	2-17-52	162	Granted under GWR 8, revised. Retroactivity of the 5¢ increase from 2-17-52 to 11-1-51 needs WSB approval. (Amer. Fed. of Grain Millers, AFL)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ^a	Increase			Remarks
		Amount	Date Effective	Number Affected	
G. Heileman Brewing Company La Crosse, Wis.	WE	\$1.11 hr.	4-1-52	348	The wage adjustment is subject to WSB approval. Three weeks' vacation after 12 years granted. An increase of 6¢ an hour was granted 10-1-51. Wage reopening 4-1-53. (Int'l Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, CIO)
Metz Brewing Company Omaha, Neb.	WE	\$1.10 hr.	1-1-52	100 approx.	The wage adjustment is subject to WSB approval. Washington's Birthday added as holiday. Wage reopening 11-1-52. (Brewery and Soft Drink Workers, Int'l Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, CIO)
Penick & Ford, Ltd., Inc. Harvey, La.	WE	\$1.10 hr.	1-1-52	96	Date of settlement 2-13-52. Previous average wage rate was \$1.146 an hour, effective 1-1-51. Three weeks' vacation with 120 hours' pay granted after 20 years' service. Wage and vacation adjustments subject to WSB approval. Wage reopening 1-1-53. (United Packinghouse Workers, CIO)
<i>Furniture and Fixtures</i> Carrollton Furniture Company Carrollton, Ky.	WE	see remarks	1-14-52	280	Unskilled granted 6¢ an hour, skilled 8¢ an hour. Previous increase was effective 10-1-50. Wage reopening 12-1-52. (UAW, AFL)
	S	\$7 semi-monthly	11-1-51	4	Previous increase was 10-1-50. (No union)
Peabody Seating Company, Inc. North Manchester, Ind.	WE	\$0.07 hr.	12-1-51	200	Date of settlement was 2-1-52. Previous average hourly rate was \$1.16. Second week of vacation after 5 years, call-in pay and reporting pay granted. No escalator clause in the contract. Wage reopening 8-1-52. (Int'l Chemical Workers, AFL)
<i>Machinery (except Electrical)</i> Gale Products Galesburg, Ill.	S	3.25%	12-16-51	53	Quarterly cost of living increase equivalent to \$7 a month. Liberalized vacation plan and increased hospitalization and surgical benefits granted. Polio insurance added. Previous average monthly salary was \$220, effective 12-20-49. Wage reopening 12-20-52 on 60 days' notice. (Office Employees Int'l Union, AFL)
Huebsch Manufacturing Company . . WE Milwaukee, Wis.	WE	\$1.12 hr.	2-16-52	165	Four cents is subject to WSB approval. Contract was signed 4-21-52. Previous wage adjustment was effective 1-25-51. Increased night shift premiums to 9¢ and 13¢. Jury duty makeup pay and pay for 6 holidays regardless of when they fall were granted. No wage reopenings during the one year contract. (Int'l Ass'n of Machinists, AFL)
James Hunter Machine Company . . WE North Adams, Mass.	WE	\$1.12 hr.	3-17-52	150	Three cents is subject to WSB approval. Previous average base rate was \$1.35 an hour, average incentive rate \$1.60 an hour, both effective 9-18-50. Full paid Blue Cross, Blue Shield and health insurance plan to employees only. Previously company paid half. Wage reopening 3-17-53. (Textile Workers Union, CIO)
C. Nelson Manufacturing Company . . WE St. Louis, Mo.	WE	\$0.07 hr.	2-3-52	65	Date of settlement was 3-1-52. Additional holiday granted making a total of 7. Wage reopening 182 days from 2-3-52. (Int'l Ass'n of Machinists, AFL)
The Nelsonville Foundry & Machine Company Nelsonville, Ohio	WE	\$1.15 hr.	1-1-52	130	The increase is subject to WSB approval. Previous average wage rate was \$1.29 an hour. Six paid holidays and double time for Sundays granted. Wage reopening 12-52. (Playthings, Jewelry and Novelty Workers Int'l Union, CIO)
New Era Manufacturing Company . . WE Paterson, N. J.	WE	\$0.04 hr.	4-6-52	85	Previous average hourly rate was \$1.81. Company to pay for liberalized group insurance if approved by WSB. Escalator clause adjusts wages every six months by direct % changes in BLS index. One wage reopening in 6 months in the 2 year contract. (New Era Employees' Protective Ass'n, ind.)
Oilgear Company Milwaukee, Wis.	S	3.91%	1-1-52	n.a.	Cost of living bonus granted but not due to an escalator clause. Three weeks' vacation after 15 years' service. An additional 9¢ an hour granted for the second shift and 13¢ for the third shift. Wage reopening 1-24-53. (Office Employees Int'l Union, AFL)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
The Oliver Corp. South Bend, Ind.	WE	\$0.06 hr.	4-1-52	1,500	Two cents of the increase was cost of living, 4¢ basic increase. New average wage rate is \$1.97 an hour. In addition 4¢ basic increases will be effective 8-1-52 and 8-1-53. The wage adjustments are subject to WSB approval. Wage reopening 4-1-54. (UAW, CIO)
<i>Ordnance and Accessories</i> American Safety Razor-Kingsbury Corp. La Porte, Ind. Kingsbury Ordnance Plant	WE	\$0.05 hr.	3-1-52	4,500 approx.	Cost of living adjustment in accordance with an escalator clause. Merit increase plan changed to length of service increases of 5¢ after five months' and 5¢ additional with nine months' service. Additional paid holiday making a total of 7. Double time for 7th day work week. All subject to WSB approval. Previous average base rate was \$1.62 an hour, effective 4-1-51. Wage reopening 3-1-54. Ten AFL unions included in the contract.
National Gypsum Company Parsons, Kan. Kansas Ordnance Plant	WE	4.7%	2-1-52	3,640	The wage adjustment is subject to WSB approval. Date of settlement was 2-23-52. Time and a half granted for Sunday as such. Wage reopening 8-23-52. (United Gas, Coke and Chemical Workers, CIO)
Silas Mason Company Grand Island, Neb.	WE	\$0.15 hr.	12-15-51	1,635	Date of settlement 2-23-52. Included are 212 teamsters. New benefits granted were sick leave, shift differential and a vacation plan. Call-in or report pay and holiday plan were modified. Wage increase and benefits subject to WSB approval. Previous increase effective 8-25-50. Wage reopening six months after effective date of 12-15-51. (Int'l Chemical Workers Union, AFL; Truck Drivers and Helpers' Union, Int'l Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers, AFL)
<i>Paper and Allied Products</i> Marathon Corp. Sunnyside, Wash.	WE	\$0.04 hr.	3-1-52	100	Previous wage increase effective 12-1-51. In addition 5.5¢ an hour to be effective 7-1-52 and 4¢, 1-1-53. All increases are subject to WSB approval. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
Milprint, Inc. Philadelphia, Pa.	WE	\$0.07 hr.	2-3-52	244	Date of settlement was 2-14-52. The increase is within GWR 6 and 8. Wage reopening 2-3-53. (United Paperworkers, CIO)
Munising Paper Company Munising, Mich.	WE	\$0.03 hr.	2-26-52	450	Previous increase was 4¢ an hour, effective 8-26-51 bringing the average wage rate to \$1.517 an hour. One additional holiday and increased hospitalization benefits were also granted 8-27-51. Wage reopening 6-1-52, anniversary date of contract. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL; Int'l Bro. of Paper Makers, AFL)
Ohio Boxboard Company Cuyahoga Falls, Ohio	WE	\$0.03 hr.	3-6-52	60	The wage adjustment is subject to WSB approval. Wage reopening 9-6-52 when contract expires. (United Paperworkers, CIO)
St. Regis Paper Company Fargo, Ga.	WE	no change	11-1-51	130	Base rate continues to be 80¢ an hour as effective 4-25-51. This is the first contract negotiated between the company and this union at which time neither wage increases nor fringe items were granted. Wage reopening once prior to 11-1-52. (Int'l Woodworkers, CIO)
Toledo, Ohio	WE	\$0.093 hr. average	2-18-52	301	Plant-wide adjustment in job rates. Previous wage rate was \$1.429 an hour, effective 5-25-51. The present increase is subject to WSB approval. Improved group insurance accident policy whereby employees pay 40% instead of 50% of the total cost. A wage review after 6 months based on the cost of living index. (Int'l Bro. Pulp, Sulphite and Paper Mill Workers, AFL)
<i>Petroleum and its Products</i> Atlantic Refining Company Port Arthur, Tex.	WE	\$0.02 hr.	1-25-52	4	Adjustment is subject to WSB approval. Previous increase was effective 2-26-51. Additional holiday granted. Elimination of waiting period for industrial injury. Pay for reporting outside regular schedule when not worked. Wage reopening 1-25-53. (Int'l Bro. of Electrical Workers, AFL)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Bitucote Products St. Louis, Mo.	WE	\$1.75 hr.	1-1-52	15	The wage adjustment is subject to WSB approval. Date of settlement was 4-1-52. Added holidays, improved vacations, overtime pay, unity welfare and meal money were granted. Additional 5¢ an hour to be granted 1-1-53 for cost of living. Wage reopening 1-1-54. (Warehouse and Distribution Workers' Union.)
<i>Printing and Publishing</i> Atlanta Newspapers, Inc. Atlanta, Ga.	S	\$5 wk.	10-1-51	230	Previous average weekly salary was \$95, effective 10-1-50. Wage reopening 10-1-52. (Int'l Typographical Union, AFL)
Chicago Newspaper Publishers Association Chicago, Ill.	S	\$6 wk.	1-15-52	1,100 approx.	Date of settlement 4-2-52. Previous increase effective 2-15-51. When a holiday falls on a scheduled day off, except during vacation, the employee receives an additional day off at the company's convenience. (Int'l Typographical Union, AFL)
<i>Il Progresso Italo-Americano</i> New York, N. Y.	S	\$1.50 to \$15 wk.	12-1-51	54	The wage adjustment is subject to WSB approval. Liberalized pension and vacation plans and additional holidays granted. Wage reopening 11-1-52. Date of settlement was 2-8-52. (American Newspaper Guild, CIO)
<i>Reno Gazette</i> Reno, Nev.	S	\$4 wk.	3-7-52	16	Previous average rate was \$96 a week, effective 3-7-51. Three weeks' vacation after 10 years added. Wage reopening 3-53. (American Newspaper Guild, CIO)
<i>The Reporter</i> New York, N. Y.	S	6%	1-1-52	30	Cost of living increase based on that sustained during 1951. No escalator clause in the contract. Wage reopening 1-1-53. (American Newspaper Guild, CIO)
<i>St. Louis Globe Democrat</i> St. Louis, Mo.	S	see remarks	1-1-52	450	Two dollar increase per week for those earning under \$60 and \$6.50 for those earning over \$115 a week. Date of settlement 3-17-52. Maximum severance pay extended from 28 to 30 weeks. Increase of 30% in night differential. Inclusion of a call-back penalty of one hour and travel time plus time and a half for 8 hours. Fringe benefits subject to WSB approval. Wage reopening 1-1-53. (American Newspaper Guild, CIO)
<i>Primary Metal Industries</i> Hunt-Spiller Manufacturing Corp. Boston, Mass.	WE	\$3.02 to \$15 hr.	12-10-51	7 approx.	Date of settlement was 1-29-52. No escalator clause in the contract. (Office Employees Int'l Union, AFL)
	S	\$3 to \$7 wk.	12-10-51	35 approx.	Same as above. (Office Employees Int'l Union, AFL)
Nassau Smelting and Refining Company, Inc. Staten Island, N. Y.	WE	\$1.11 hr. average	2-20-52	373	The wage adjustment is subject to WSB approval. Previous average hourly wage rate was \$1.465, effective 11-15-50. Wage reopening 2-28-53. (Int'l Union of Mine, Mill and Smelter Workers, ind.)
National Malleable and Steel Casting Company Cleveland, Ohio	WE	4%	3-10-52	1,200	Six paid holidays were granted but subject to WSB approval. Wage increase was a cost of living allowance. No escalator clause in the contract. Wage reopening 11-1-52. (UAW, CIO)
	S	4%	3-1-52	n.a.	(No union)
<i>Professional, Scientific & Controlling Instruments</i> Rochester Manufacturing Company, Inc. Rochester, N. Y.	WE	see remarks	2-5-52	275	Hourly workers granted 8¢ an hour and incentive 4¢ on the base rate. Date of settlement was 4-9-52. The increase is subject to WSB approval. Makeup pay for jury duty granted. Wage reopening every 6 months for cost of living adjustments. (Int'l Ass'n of Machinists, AFL)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Public Utilities					
Brooklyn Borough Gas Company Brooklyn, N. Y.	WE	\$5 wk.	1-1-52	189	Settlement was dated 4-15-52. Work week is 40 hours. Wage increase subject to WSB approval. Holiday pay increased to two and one quarter time. Company to pay \$1.50 a month toward health insurance. Wage reopening 3-31-53. (Utility Division, Transport Workers Union, CIO)
	S	\$5 wk.	1-1-52	96	Same as above except the work week is 37½ hours. (Utility Division, Transport Workers Union, CIO)
Haverhill Gas Light Company Haverhill, Mass.	WE	\$.10 hr.	1-1-52	98	Date of settlement was 2-7-52. Previous average hourly rate was \$1.36 effective 12-24-50. Wage reopening 1-1-53. (Gas and By-Product Coke Workers, Dist. 50, UMW, ind.)
Hingham Water Company Hingham, Mass.	WE	\$.095 hr.	12-20-51	15	Previous wage adjustment was effective 12-20-50. One cost of living adjustment during life of contract on 6-20-52 if BIS index old series is over the 11-15-51 level. Wage reopening 12-20-52. (UMW, ind.)
Lynn Gas and Electric Company Lynn, Mass.	WE	6%	2-15-52	369	Date of settlement 3-5-52. Improved pension plan, effective 1-1-53 company to assume cost of pension previously purchased by employee contribution. Previous settlement dated 10-15-50. Wage reopening 2-15-53. (United Gas, Coke and Chemical Workers, CIO)
	S	6%	2-15-52	134	Same as above. (United Gas, Coke and Chemical Workers, CIO)
The Milwaukee Electric Railway and Transport Company Milwaukee, Wis.	WE	\$.12 hr.	1-1-52	2,700 approx.	Previous average hourly rate was \$1.63, effective 3-15-51. The present increase is subject to WSB approval. Six paid holidays granted. Three weeks' vacation after 10 instead of 15 years' service. Date of settlement 4-10-52. Monthly adjustment for cost of living of 1¢ for each 1.1 point rise in BLS index. Base index 3-15-52. Wage reopening 4-1-53. (Amal. Ass'n of Street, Electric Railway and Motor Coach Employees, AFL)
	S	7.36%	1-1-52	134	Same vacation benefits as above. Increase subject to WSB approval. Same escalator clause as above. Date of settlement 4-17-52. (Office Employees Int'l Union, AFL)
Retail Trade					
Gimbel Brothers Pittsburgh, Pa.	WE	\$.05 hr.	11-1-51	2,000 approx.	Wage adjustment was under GWR 6 and 8. It was due to the first wage reopening under the 11-1-50 contract. Next wage reopening 11-1-52. (Amal. Clothing Workers, CIO; Retail Clerks Int'l Ass'n, Upholsterers Int'l Union, Office Employees Int'l Union, Carpet and Drapery Workers, Int'l Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers, all AFL)
Joseph Horne Company Pittsburgh, Pa.	WE	\$.05 hr.	11-1-51	n.a.	Due to a wage reopening on a contract negotiated 11-1-50 and extending to 11-1-53. (Int'l Ass'n of Retail Clerks, AFL, Office Employees Int'l Union, AFL; Upholsterers' Int'l Union, AFL; Amal. Clothing Workers, CIO; Carpet and Drapery Workers, AFL)
Loblaw, Inc. Buffalo, N. Y.	WE	\$.10 hr.	12-3-51	100	Of increase 4.5¢ is subject to WSB approval, 5.5¢ under GWR 8. No escalator clause. Improved vacations and new sick leave plan are subject to WSB approval. Maintenance of union membership security clause added. A 5¢ night shift differential added. (Office Employees Int'l Union, AFL)
Los Angeles Drug Company Los Angeles, Calif.	WE	\$.13 hr.	3-16-52	102	Of the increase 6.5¢ is subject to WSB approval. Previous average rate was \$1.47 an hour, effective 1-15-51. Wage reopening 1-1-53. (Int'l Longshoremen and Warehousemen's Union, CIO)
Rosenbaum Company Pittsburgh, Pa.	WE	\$.05 hr.	11-1-51	400 approx.	Increase due to a wage reopening under a contract negotiated 11-1-50. Future wage reopening 11-1-52. (Amal. Clothing Workers, CIO; Retail, Wholesale and Department Store Union, CIO; Carpet and Drapery Employees, AFL)
Strauss Stores Corp. Maspeth, L. I., N. Y.	S	\$2 to \$3 wk.	2-1-52	275	Three dollars a week granted to 75 warehouse employees. Their previous average rate was \$1.30 an hour. Balance received \$2 week increase. Their previous average rate was \$1 an hour, effective 2-1-51. The increase is subject to WSB approval. Employees work a 44 hour week 6 months a year and 48 hour week the balance. Wage reopening 12-52. (Distributive, Processing and Office Workers, ind.)

Wage Adjustments Announced Prior to May 15, 1952—Continued

Company	Type of Worker ¹	Increase			Remarks
		Amount	Date Effective	Number Affected	
Wieboldt Stores, Inc. Chicago, Ill.	WE	4.7%	1-21-52	2,800	Date of settlement 5-5-52. Increase rounded out to nearest 10¢ for 40 hours. Additional automatic progressions granted but subject to WSB approval. Wage reopening 3-20-53. (Wieboldt Employees Organization, Building Service Employees Int'l Union, AFL)
	S	4.7%	1-21-52	58	Date of settlement 5-5-52. Increase rounded out to the nearest 10¢ for 40 hours. (No union)
<i>Stone, Clay and Glass Products</i>					
American Rock Wool Corp. Wabash, Ind.	WE	\$.03 hr.	3-3-52	104	Previous increase was dated 9-18-51. The present adjustment was due to a wage reopening. Future reopening 9-12-52. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
Pabco Corp. Redwood City, Calif.	WE	\$.10 hr.	1-15-52	150 approx.	Date of settlement was 1-28-52. Previous base wage rate was \$1.575 an hour, effective 1-22-51. Wage reopening 6-1-52. (Warehouse Union, Int'l Longshoremen and Warehousemen, ind.)
Valley Forge Cement Company West Conshohocken, Pa.	WE	\$.07 hr.	4-1-52	160	Four cents granted to increase the rates of skilled jobs above labor and resulted in wage increases varying between 3¢ and 15¢ an hour. Four cents must be approved by WSB. Six paid holidays, three weeks' vacation after 25 years and shift differential increased from 4¢ and 6¢ to 6¢ and 9¢. Previous increase effective 4-1-51 granted 5¢ an hour. (United Gas, Coke and Chemical Workers, CIO)
<i>Textile Mill Products</i>					
American Woolen Company Interstate	WE	no change	3-1-52	3,500	Company average remains at \$1.61 an hour as made effective 2-1-51. Wage reopening 9-1-52. Escalator clause of 1¢ adjustment for each 1.18 point change in the CPI, old series. (Textile Workers Union, CIO)
Ames Worsted Company Lowell, Mass.	WE	no change	3-15-52	190	Average wage rate is \$1.47 an hour. Separation retirement pay granted. Wage reopening 60 days' prior to expiration date of contract, 3-15-53. (Textile Workers Union, CIO)
George Mabbett & Sons Company ... Plymouth, Mass.	WE	no change	3-4-52	n.a.	Renewal of contract with no changes. Contract expires 3-15-53. (Textile Workers Union, CIO)
Textron, Inc. Providence, R. I.	WE	\$.01 hr. decrease	4-1-52	n.a.	Decrease due to decline in cost of living index in accordance with the escalator clause. (Textile Workers Union, CIO)
<i>Tobacco Manufacturers</i>					
Brown & Williamson Tobacco Corp. ... Louisville, Ky.	WE	6%	4-1-52	1,150	Accident and health insurance, third week of vacation after 20 years' continuous service and hospitalization benefits with a maximum of \$500 to pensioners were granted. Previous increase effective 4-30-51. The present adjustment is subject to WSB approval. Wage reopening 4-1-53. (Tobacco Workers' Int'l Union, AFL)
<i>Trucking and Warehousing</i>					
Denver-Chicago Trucking Company, Inc. Denver, Colo.	WE	\$.06 hr.	12-19-51	65	Previous average hourly rate was \$1.301, effective 12-20-50. Wage reopening 12-52. (Office Employees Int'l Union, AFL)
Houston Terminal Warehouse & Cold Storage Company Houston, Tex.	WE	\$.12 hr.	2-21-52	42	Date of settlement was 2-21-52. Previous wage rate was from 75¢ an hour to 90¢. Five additional paid holidays granted. Wage reopening 2-21-53. (Distributive Processing and Office Workers, ind.)
<i>Miscellaneous</i>					
Atlas Plywood Corp. Williamston, N. C.	WE	\$.03 hr.	1-1-52	100	Group insurance granted. One more paid holiday making 4 out of 6. Wage reopening 6-1-52. (Int'l Bro. of Pulp, Sulphite and Paper Mill Workers, AFL)
	S	4%	1-1-52	8	Same as above. (No union)
Buffalo Jewelry Case Company Buffalo, N. Y.	WE	\$.05 hr.	1-1-52	n.a.	Increase provided for in contract of 1-1-51. An additional hourly increase of 6¢ to be effective 7-1-52 is dependent upon WSB approval. Contract expires 12-31-52. (Playthings, Jewelry and Novelty Workers Int'l Union, CIO)
Rockefeller Center, Inc. New York, N. Y.	WE	\$.075 hr.	1-1-52	691	Date of settlement 2-11-52. Previous average wage rate was \$1.4856 an hour, effective 1-1-51. WSB approval received 4-17-52. Wage reopening 10-1-52. (Building Service Employees Int'l Union, AFL)

Type of Worker: WE, wage earner; S, salaried employee.
n.a. Not available.